This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

+ *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.

+ *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.

+ *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.

+ *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at `http://books.google.com/`

3 3433 00603102 9

Kings Printer

ANALYTICAL INDEX

OF

EVIDENCE AND MEMORIALS

CIVIL SERVICE COMMISSION

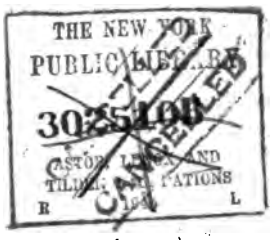
1907-8

PRINTED BY ORDER OF PARLIAMENT

OTTAWA
PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1908

[No. 29a—1908.]

CEN



THE NEW YORK
PUBLIC LIBRARY
302510B
ASTOR, LENOX AND
TILDEN FOUNDATIONS
R 1945 L

ANALYTICAL INDEX

OF

EVIDENCE

ROYAL COMMISSION ON THE CIVIL SERVICE, 1908

ADAMS, G., Letter Carrier, Toronto, 986.

Is under the old Act; it took him eleven years to reach $600; did not come under new Act for fear of losing sick pay; there is a chasm in superannuation between the old Act and the new; thinks they ought to receive now $1,000; presents memo.

Memo. pleads for carriers under old Superannuation Act, who, by faithful and long service have proved themselves capable and efficient servants; have struggled for eleven years through the low scale of wages from $360 to $600, are in same position to-day as at beginning owing to increased cost of living, 986. The statutory increases of carriers were withheld for three years, beg for restoration, a workingman's home in Toronto to-day cannot be provisioned for less than $1 a day, and with increased house rent takes up whole salary, leaving nothing for clothing, or sickness; police and firemen of Toronto have received substantial increases; submit details of articles and the difference in cost for the years 1897 and 1907; beg for amendment of Superannuation Act to allow a carrier to retire after twenty-five years' service; they regret there is no sick pay under new Bill, for by the time a carrier becomes unfit for duty he is placed on superannuation list, 987.

AGRICULTURE, DEPARTMENT OF.—See *O'Halloran*, 51. Also *Memorials, &c.*

Registrar of Trade Marks, &c., 69. Patent Office, 76. Central Experimental Farm, 82.

ALEXANDER, THOMAS, Collector Inland Revenue, London, 395.

Thirty-seven years in service, passing through all grades from $500 up to present salary, $2,400; division ranks as first class; London is a large cigar-making centre; outside of Montreal it is the largest in Canada; McNee's factory turns out 6,000,000 cigars annually, one officer attending to this and two others; officers are supposed to be at factory from 8 to 6 at night; malt is rarely destroyed of itself, there is no duty on beer when made from malt alone, duty is on malt contained in the beer; beer sometimes becomes sour or musty, then it is destroyed in presence of two officers; quantity destroyed is carefully computed, and samples of the beer are taken and sent to department at Ottawa, where it is analysed and quantity of malt used in each gallon is ascertained; refund of duty on malt is thus calculated, 395. His salary is $2,400; has been collector at London twenty-four years; had $200 increase in salary in seven years; speaks of conditions in Manitoba, 396.

Recalled, wishes to emphasize one point not yet touched upon, viz., the protection to public in connection with manufacture of petroleum; all petroleum for

ALEXANDER, THOMAS—*Continued.*

illuminating purposes is made in London division and amounts to about 20,000,000 gallons a year and undergoes special inspection; no duty on it, but inspection has to be done; no stamps put on to show it has passed examination; record of what has been inspected is placed in government books; track of every barrel sent out is kept and a sworn monthly statement is made out by refiner and inspected by officer; if a duty of only five cents a gallon were put on it would yield about $1,000,000 revenue annually, 401. No record is seen of what is done in inspection of petroleum on looking at revenue received; thought this was a matter overlooked and should be brought before Commission; service collects from refiners only one dollar a year for a license; would not like to suggest a duty, but officers have very unpleasant duties to perform; if officers at distilleries receive 'duty pay' same should be granted officers on duty at refineries, 402.

ALLAN, J. B., Vancouver (letter), 1046.

Forwards petition of all post office employees in British Columbia.—See *Memorials*, 1046.

ALLEN, FRANCIS G., Clerk, Ottawa Post Office, 799.

Is still a junior third-class clerk, entering in 1886 at $400; age 51 and salary $1,000; advanced steadily till made junior second in 1903; statements in pamphlet exhibited were got up at request of the Postmaster General and can be sworn to; was appointed secretary of Post Office Employees' Association, and communicated with each city post office—fifteen in number—where the staff is paid by government, in other offices staff is paid by postmasters; in one office a new arrangement was made, at Stratford a semi-staff exists, where the postmaster's salary is based on revenue, and staff paid by government; they get $360 on appointment and after two months' probation receive $400; have annual increase of $50, up to $800 or $900; no more women to be employed, but present ones retained, 799. In Ottawa post office after junior second the grade is senior second, first-class, assistant postmaster, and postmaster; there is a superintendent in each office receiving $1,500 a year; assistant postmaster at Ottawa has been in service forty years; under Act city postmasters and inspectors are political appointments; vacancies outside are not filled from Ottawa post office; thinks if an intelligent boy in outside post office service got up to first-class that would be the limit, 800. Is under old Superannuation Act, the abolition of which was the biggest mistake the government ever made; it is detrimental to the service, e.g., age limit reduced to sixteen to get people to come in; would leave to-day if they would superannuate him; they are taking in inferior material, competent young men will not stay at the salary; they are taking in now a class of men and classing them as labourers at $1.25 and $1.50 a day; after a year if they prove efficient they can be put on as clerks; they are named labourers because there is no appropriation to pay extra clerks; they pass a small preliminary examination; they spend a year as labourers at $500, they are then made permanent clerks at $400; if they continue as labourers they may get $2.25, 801. No more women are coming into the city post offices; the experience is that they are not suitable for the heavy work; patronage in Ottawa post office lies in the two members; new postmaster at Kingston was appointed at instance of local association; considers staff at Ottawa post office is not as efficient as formerly; owing to inferior people, and people of sporting proclivities being appointed, 802. Some men entering now are not good readers, and the writing we have to deal with is not always the best; in consequence of these inferior men, the work of the efficient clerks is decidedly

ALLEN, FRANCIS G.—*Continued.*

increased; the office hours are very irregular, changed every week, irregular meals destroy one's digestion; the reason is there are not enough men to do the work, the first batch of government mails is sent to the departments at eight o'clock every morning; to do that some have to begin work at 6.30 or 7 in the morning; in some branches some clerks have to get up at 4.30 or 5 o'clock to be on duty in time; does two and a half hours' work in the morning, then goes home for three or four hours, then returns to finish the day; doctor ordered him to work the same hours every day; the wickets are opened to the public from 8 a.m. to 8 p.m.; works every fourth Sunday, during session works from 7 to 12, and from 1 to 5 p.m., and gets no remuneration, has as much work as any three men do on an ordinary day, 803. Does not always get his holidays; thinks the inspection of the post office has been transferred to the superintendent of city post offices, who comes in at all hours; work is supervised by deputy postmaster; stamps are sold by an outsider on commission, not by post office staff; is senior officer in the government distribution branch; Sir William Mulock was asked to place the clerks in the outside service as to salaries on same footing as the inside service, though there is three months difference in the work of the branches; would ask the Commission to particularly consider the lower grade clerks and labourers, e.g., the man who takes mails containing annually thirteen and a half million dollars on his back to the Bank of Montreal gets only $600 a year, while men hauling about newspapers get $800; considering increased cost of living an immediate increase of 25 per cent to lower grades, 20 per cent to second-class clerks and 10 per cent to first-class clerks should be given; same percentages also added to maximum salary of each class; number of classes reduced to three; annual increase should be $100; Sunday work and night work should receive special consideration; Superannuation Act restored; age limit reduced from 65 to 60; length of service reduced from 35 to 30 years; no clerk under 18, or who has not passed qualifying examination should be appointed, 804.

ALLINGHAM, H. P.—See *Memorials*—Customs, St. John, N.B., 172.

ANDERSON, J. D., Railway Mail Clerk, Montreal (letter), 916.

Appears before Commission in writing, because some seem to think it is intention of the younger men to entirely ignore the claims and services of older men who have made the R. M. S. what it is to-day for very much less pay than the younger men are getting to-day for doing much less work; thinks initial salary too small; entered at $480, $39 net per month; then salary was cut to $300; mileage added in 1873; salary remained low till Sir Wm. Mulock's Bill raised maximum to $1,200, and it takes five years to reach that; $1,200 now will scarcely do more than $960 then; for the cost of living has so greatly increased; thinks maximum should be raised to $1,500; has never used liquor or tobacco nor wasted money, yet cannot make ends meet; was once asked: what do you do in the mail car? Witness answered 'I am away from home fourteen hours or more, I ride 216 miles, I stand on my feet in the car nine hours, I handle a mail every three or four miles;' thinks it unfair that the superannuation of men who have passed the 35-year limit should be put on the 3-year average plan; leaves his case in hands of Commission, 916.

ARCAND, D., Collector Inland Revenue, Quebec, 379.

Is collector of Inland Revenue for seven months, appointed politically without examination at a salary of $2,000 a year; staff includes thirty-six or thirty-

ARCAND, D.—*Continued.*

seven officers; was a broker and real estate agent for twenty-five years; keeps his own accounts, corresponds in English and French; has no objection to increase of salary; wished staff to come and speak for themselves; these men, some doing high-class work at low rates and having technical knowledge, are as a rule paid insufficient salaries; officers are generally very efficient, 379. There are four officers at distillery; no revenue yet, two years before they put out any product; the men are honest but salaries are too low; cost of living has increased so much salaries should be increased according to qualification, 380.

ARCHIVES.—See *O'Halloran.*

AUBIN, A., Inspector of Light and Gas, and Consulting Gas Engineer, Montreal (letter), 322.

Returns for year 1885 show receipts amounting to $1,859, with an expenditure of $2,135, showing deficit of $276; while in year 1906 receipts equalled $11,050, expenditure $3,818, showing a surplus of $7,232; thinks department would be justified in allowing officers suitable remuneration in proportion to the increased work performed and increased cost of living, 322.

AUDITOR GENERAL.—See *Fraser,* 1279.

AUGÉ, D. L., Letter Carrier, Quebec, 939.

Not necessary to speak both languages, as all English-speaking people here understand French; there are twenty-seven letter carriers and they begin work at 6.45 a.m. by sorting their mail, and start out on rounds at 8 a.m., returning at 10.30 for second delivery, 939. Then they go to dinner; are allowed two hours; third delivery starts at 3.30, finishes at 5.30, returning undelivered letters in office next morning; has a summer uniform complete every spring, winter pants every fall, and a winter tunic and a fur cap every two years; two pairs of boots and car tickets, 940. Letter carrier's salary is $2.25 a day, or $700 a year; receives twelve days absence, time lost beyond this even for sickness is deducted; district might be changed just before Christmas, but not often done, 941. Cannot leave service because having been fifteen years in the service are not fitted for other work and are always expecting better things; not enough letter carriers in Quebec, 942-3.

BALL, THOMAS, Mail Transfer Agent, Toronto, 988.

Wage $2.25; eighteen years in service, wears uniform, goes to station and transfers mail from one car to the other; works eight hours a day one week and ten to eleven next week; thinks they should receive from $600 at start, to $1,200, as in U.S.; is under old Superannuation Act; considering risks thinks he should receive pay when off work through accident; thousands of dollars pass through their hands; should receive pay for Sundays and holidays, 988. Would be satisfied if he could get an increase; hands in statement; cannot get good men in service by cutting salaries; street sweepers in Toronto are paid 25 cents an hour; should be no comparison between a Toronto street sweeper and a clerk handling letters, money and valuables, 989.

Memo. asks an increase of salary based on increased cost of living, two items especially rent and provisions; considering arduous and responsible nature of duties they should receive same salaries as in U.S.; should be paid for overtime, also time and a half for Sundays and holidays; should also receive pay for sickness or accidents, 989.

SESSIONAL PAPER No. 29a

BALL, THOMAS—*Continued.*

Recalled, forgot to state in evidence, if a man makes a mistake he is fined a day or two day's pay; thinks it is not just; you often report your own mistakes, you may neglect to put a bag on car; does not think that is discipline, you may make an innocent mistake; fining a man for mistakes is against the law, e.g., the G.T.R. and C.P.R. did that, one engineer kept track of fines charged against him, when he left the service he sued the company; judge said a person could not make a man do the work and then take his money; company had to refund money; now if a man makes a big mistake they lay him off a while and he loses his pay; an agent has to stay on duty all the time, rain or shine, 993.

BARCELO, E., Superintendent of Montreal Post Office, 851.

Has been twenty-three years in service, entering as a stamper and passing through all the grades; asks that all officials who work on legal holidays be granted four weeks holidays instead of three, 851. Number of employees, 432; is chief officer after postmaster and assistant postmaster; the junior officers are appointed from Ottawa; the names are given to us by the department at Ottawa; we are asked after a certain time to report as to efficiency; if found inefficient they are got rid of; temporary employees remain in service for years, either because they have passed no examination or they are over age; test of a good letter carrier is that he delivers all his letters promptly, 852. If he brings back much mail he is cautioned, if he still continues to bring it back he is reported, and a way is found to get rid of him; does not think that politics could keep a letter carrier on against the will of the office; letter carriers doing clerk's work are not provided with uniforms and lose their car tickets also; this system prevails to a great extent; it is done from necessity, for by experience it is found that men who have gained experience as letter carriers make better sorters; thinks some compensation should be given them for the sacrifice of these privileges; thinks orders came from Ottawa that nobody should wear uniforms but those engaged in the outside service; thinks that many who are occupied as clerks have been given the opportunity of becoming permanent if they would begin at a lower salary, 853. Does not know if politicians enter the post office to see if there are any vacancies, they would go to the assistant postmaster; when we find that the work has increased and help is needed we apply for assistance; promotion is very slow; does not think there is any prospect of a junior rising to the position of postmaster, 854. Does not know the age of the postmaster at appointment; railway mail clerks and inspectors are distinct branches; the night service proves a difficulty, the work is more strenuous, clerks cannot remain on the work any length of time; the system adopted by the Dominion police of shifting the hours so that day staff and night staff change every week, would give rise to another difficulty in changing the habits of the men, a change of meal hours, that the stomach does not do its work as easily or as satisfactorily under changing conditions; thinks it would be better if all the positions in the service should be open to any member of the service, 855. Revenue of Montreal post office; have been no arrests of letter carriers for theft since beginning of the year; have employed other means than decoy letters; have lately dispensed with services of a few men who were not arrested, but who were not doing the proper thing; two have been dismissed for drunkenness; have at least 150 carriers; the fourteen grades should be very much simplified; would be of much value if some provision were made for pensions for dependents; asks simply that the old system be restored, and that a clerk with twenty-five years' service should, if he desires it, be able to obtain a pension and retire from the service, 856. Frequently in a large

BARCELO, E.—*Continued.*

city like Montreal, post office officials have died after paying for years to superannuation fund and nothing went to the heirs but two months' salary; desire that clerks be allowed to retire after passing a certain age; they remain on staff and staff suffers; our work requires quick action and clear memory; have seventy-three on temporary list; many men are classed as labourers because they have passed no examination or are over age; many enter, remain a few weeks, then leave on account of small remuneration; applications are neither so many nor as good as formerly; stamps are sold by an official to the dealer and cash comes to office; officials handling stamps give fidelity bonds and pay for them; only one man attending to sale of stamps, 857. The idea of shifting the staff around is right to a certain extent, but not in the money order and savings bank branches; would have a good effect if the men were made *au fait* with all the work in the different branches, it takes a long time to get posted in the despatch branch; only daily returns are made to department at Ottawa from the assistant postmaster's office; have always money on hand, not from sale of stamps, but from money order and savings bank; as much as can be deposited is done before three o'clock; have a good brick vault for stamps and post cards, but the money is kept in an ordinary burglar-proof safe; stamps are sold to public by vendor till 10 o'clock at night; he hands over a few to officials to sell for him; in reference to night work, it would not be easy to make a change, because we find a difficulty in obtaining willing men for the work, they make all kinds of excuses; when we find a man willing to do night work we are glad to have him continue it, 858.

BARRETT, Dr., Inspector Inland Revenue, Winnipeg, 274, 435, 1380.

Thirty-four years in service; had various appointments in service; has risen point by point; cost of living at Winnipeg 33⅓ per cent higher than Ottawa; figures given in memorial are taken from Ottawa C. S. Ass., 435. For some classes of officers in the west there is a provisional allowance, necessary to supplement these salaries for the people were actually starving; Civil Service Act fixed those salaries, so government had to supplement those salaries; system began in 1882 until 1887; then it was completely struck off, 436. On his arrival in Winnipeg received an allowance of $1 a day, but cost of living to-day in Winnipeg is at least 30 per cent higher; allowance was based on salary; though the increase in cost of living is general, yet it is at least 30 per cent greater to-day than in Ottawa, Toronto or Montreal; in 1887 this allowance was cut off owing to representations of a member from the west; the halcyon period lasted from 1885 to 1887; allowance re-established about three years ago, 437. Street cars run about five miles from city hall; the doubling in the price of rent is caused by rise in property and great immigration; our collector five years ago paid $22.50 rent per month, this increased to $30, $40 and $50, which he pays now for same house, which in other towns in Ontario would rent for from $12.50 to $15 a month, 438. Inexplicable that beef sells here at Ottawa at 15 cents a pound, and the same beef fed in the west sells for 22 cents;. they produce more beef in Winnipeg than they can consume, therefore the meat should be cheaper; beef combine in Winnipeg; population of Winnipeg is about 100,000; thinks Civil Service to-day is suffering from two things, (*a*) politics, (*b*) in the service there are drones and worthless fellows who draw their salary in perfect indifference whether work is done or not, 439. Recites an instance of service suffering from politics; collector of Inland Revenue at Port Arthur has been retired, the district having increased it was necessary to have a man of experience there, it was recommended that a competent man be appointed, there being none from the west

BARRETT, Dr.—*Continued.*

available, one from the east was asked for; politicians said 'no,' we will have no eastern man, we have enough ability in the west; has been no appointment yet; that is what Civil Service is up against everywhere; in Winnipeg there is one collector, a deputy collector, an accountant, five temporary excise men and one messenger; some probationers take position for a month or two then resign; the collector by the increased work knows when an officer is wanted, the department is notified, a name is got from Liberal Association; it was the same with the Conservatives, and all the time the service is suffering, 440. Has been in west twenty-two years and had better men than now; one man, our accountant, entered service five years ago, was a university graduate and industrious, worked for rank and position and is now receiving $1,500 a year; men leave as soon as they get something better; in Customs Department lowest salary is $800, in ours it is $500; abolition of Superannuation Act helped to destroy stability of service; thinks some kind of pension fund be restored and provision inserted for benefit of widows and orphans; if officer dies in harness, widow should be entitled to two-fifths of salary, 441. Has been thirty-five years in service, and if he were to die, family would not receive one cent; under retirement fund when you retire they return the 5 per cent taken from your $500 salary, this class of paternalism is not appreciated; the drones in the service are the cause of a lot of trouble; political influence is against promotion of officers and in favour of bringing in of outsiders; or promote a favourite who may be the most incompetent man in office; the worthy man thinks there is no certainty of promotion; should be two classes, the administrative class and the clerical class; we would thus get the right class of men into the administrative work; seems there is no one in any department on the lookout to have good, deserving men promoted or dismissing incompetent men, 442. Once a man is in service it is difficult to remove him; a man may rise by promotion examinations, but the questions put are taken from old and obsolete books, they will not allow questions asked at previous examinations to be published, so that they may serve as a guide to students; a man by passing all those examinations may rise from $500 to $1,200, but when a higher vacancy occurs then the politician comes in; a deputy collector is the only political appointment under C. S. Act, 443. Deputy collectors having passed all examinations should receive a minimum salary equal to minimum at which collector is appointed; has letters from officers in Post Office Department, receiving a salary of $400, or thereabouts, 444.

Submits letter from post office employees, Winnipeg, 445.

Knows that collector when a vacancy occurs, if he gets his eye on a desirable young man, tries to induce Liberal Association to get his appointment; appointment should be made on examinations testing the intelligence and qualifications from a literary and mathematical standpoint; after admission should undergo promotion examination, 274.

BARRETT, J. K., and others, Winnipeg.

Memo. of civil servants of all departments in Winnipeg: Inquire if Commission is going west, if not, under what conditions they can be heard before Commission; state the cost of living in Manitoba, Alberta, Saskatchewan and British Columbia is at least 33⅓ greater than eastern provinces; salaries are not on a par with this cost of living; the civil servants of eastern Canada have same salary while their expenses are ⅓ greater than theirs; cost of living in the west has in past ten years increased fully 50 per cent; respectfully submit this inquiry must extend to all branches of the service; the conditions as to increased cost of living must be the same whether paid by a member of

BARRETT, J. K.—*Continued.*

the inside or outside service; have two-fold grievance, (1) extra cost of living in the west, and (2) general increased cost of living all over Canada; claim for compensation not only for general increased cost of living, but also for the extra cost of living in the west over the east, 1380.

Memo. of Civil Service Association of Western Canada: Members of association heartily concur in Ottawa memorial of Civil Servants' Association, and request consideration of this memo. in connection therewith. *Superannuation and Retirement.*—Unanimous opinion that Act be amended to allow civil servant to choose which system he would like to come under; the gratuity of two months' pay to widow and heirs is entirely inadequate and request that in case of an officer on superannuation list dying while in service, 50 per cent of the superannuation allowance he would have been entitled to receive be paid to his widow during her widowhood; that in case of a superannuated officer who dies leaving a widow she should receive 50 per cent of his superannuation during her widowhood; this system has been adopted by banking and commercial institutions who give a retiring annuity to their employees. *Increased Cost of Living.*—During these years of great prosperity, salaries of employees in all branches of industry have been substantially increased to meet increased cost of living, except the Civil Service branch of Canada; the same schedule of salaries are paid to-day that were paid ten or fifteen years ago, when living was 50 per cent cheaper; every item entering into the cost of living has increased so rapidly that a civil servant who is working to-day on a salary fixed years ago when living was much cheaper, is condemned to forego many necessaries, or become hopelessly in debt; no doubt cost of living in western Canada has increased 45 per cent during past ten years, and that all wages, except the civil servant, have increased 50 per cent in that time; a salary of $800 a few years ago had as much purchasing power as a salary of $1,200 has to-day. *Peculiar Situation in the West.*—Extra cost of living in Manitoba and provinces west is at least 33⅓ per cent greater than in the east; in other words civil servants of eastern Canada have been receiving same salaries as in west, while the expenses of the people of the west have been one-third greater; true, a small allowance for extra cost of living has been given to the poorer paid officers, but it is altogether inadequate to equalize difference in cost of living; if officers doing the same work and receiving same salary east and west the difference in cost of living should be added to the west; on account of increase of work in west many temporary officers were employed; the memo. appeals for them and asks that they be treated as civil servants; gives table showing increased price on certain staple articles in Winnipeg over those at Ottawa; also table showing comparison of wages between the two places; letters from merchants endorsing increased cost of living, 1381-1382. Increases in mechanics' wages, within last five years; increase of rate per hour to artisans; adding, living per average family has increased five dollars a week; taxes have increased 75 cents per month; Canadian Bank of Commerce giving its employees in Manitoba, Saskatchewan and Alberta over and above allowances made in Ontario; single men $200 a year, married men $400 a year, without reference to salary; Bank of Ottawa, Winnipeg, allows $200 each to men transferred from east; Eastern Townships Bank, Winnipeg, makes a special western allowance of $300 for each clerk in the west; Bank of Montreal, Winnipeg, makes an allowance of $300 a year to junior clerks living in the northwest, 1383-1387.

BATTLE, J. J., Clerk in City Post Office, Quebec, 948.

Some bookkeepers in Quebec receive $2,000 and $3,000 a year, 947. If a clerk is $10 out of account at night, he has to make it up; the inside service have

BATTLE, J. J.—*Continued.*

not; present deputy postmaster was not appointed from clerical staff, but from inspector's department; the men in the post office should have their grades, 948. Though Quebec has one-sixth number of people they have in Montreal where there is a superintendent, yet one is necessary to be in the office early to regulate traffic, also in absence of postmaster; present assistant has earned his position, a better officer cannot be found, yet he should have an assistant or superintendent as he cannot put in sixteen or eighteen hours a day; there are no first-class clerks; vacancies in fourth class are sometimes filled from outside by influence, and men in office left behind; is in Money Order Branch and if help is needed, asks deputy postmaster who writes to Ottawa, if the help is necessary it is sent without reference to us; has two men ranked as labourers serving under him, both old men, one at $1.50, the other at $2.25; they are about alike, that is the way men are treated, 949. As clerks we work more than the inside service do, 339 days a year and two hours a day more than they; they simply take our returns, if anything is short we take the responsibility and make it up; have a right to be put on the same footing; they sit quietly at their desks, we have to attend to the public and are liable to mistakes; if government would give me my pension to-morrow, would leave the service, 950.

Memo. stated yesterday that clerks in outside service had greater responsibilities than the inside service whose salaries are much larger; the reasons are, (1) clerk in inside never loses money, those on outside do, e.g., clerk in Money Order Department after working hard all day finds he has made a mistake of $10, before he balances his accounts has to make up the $10, not so with an inside clerk; the latter's time is his own, for what work he cannot do to-day he can leave it for to-morrow, whereas the work of outside clerk has to be done to time, and work often lengthened to ten hours; might also add when clerk discovers mistake he has a difficulty to have money returned, for people often think it is the government that loses the money and not the clerk; (2) clerk in Registered Letter Department if letter is lost is called to make good the contents; (3) also clerk in General Delivery or Despatching Branch has to make good for losses; in Postmaster General's Report, Appendix H, compare losses of outside with inside service and you will see which has the most responsibility; only fair therefore that we should receive same salary; nine-tenths of the M.P.'s as well as public at large think both services are on same footing, 951-952.

BEAUCHAMP, EDMOND, Montreal Post Office Staff, 893.

Has been working at post office for nine years; also there are some working for fifteen and twenty years and are still on the temporary list; never get an hour of holidays, and when they got an increase had to work hard to get it; is forty-eight years of age, has worked in the distribution, and other work, and has done all the work he was asked to do; thinks that if appointments are made to the staff that the temporaries should be given the preference, 893.

BEAUDET, E., Acting Chief Clerk, Customs, Quebec (letter), 146.

Appointed acting appraiser at Customs House, now assigned to the duties of acting chief clerk, asks salary be raised to the maximum, 146.

BEAULIEU, ARTHUR, representing Mechanical and Labouring Branches, P.W. Dept., 1121.

Painters are often called upon to do lettering, graining, varnishing and paper-hanging, outside, these are different trades; is glazing at conservatory in Major's Hill green-house; a man outside doing glazing alone receives more than one for all kinds of works; a grainer is the highest grade of a painter,

BEAULIEU, ARTHUR—*Continued.*

being called upon to do all this various work should be paid accordingly, or at least should get the prevailing wages; there is a good deal of paper-hanging, 1121.

BEAUPRÉ, P. M., Trade Instructor, Kingston Penitentiary, 565.

Outsiders have same privilege of getting things from penitentiary at market prices, 561. Warden formerly appointed guards, now changed by last Act; the criminal insane are generally of himicidal mania, 562. Warden did not have the sole appointment of guards even as far back as 1885, he was subject to recommendations of politicians, 563. Can name two officers in Kingston Penitentiary appointed in 1885 on recommendation of Sir John Macdonald, 564. Is a trade instructor, of whom there are eight, receiving $800, 565. Gratuities are laid down under Act; has been nearly twenty-three years at Kingston; then upon retirement would receive half a month's pay for each of the first five years, after that a month's pay for each additional year of service; would suggest that an officer get on retirement what he is entitled to, or in case of sudden death family or dependents should receive the gratuity; Act says if permanently disabled by a gun shot wound one-half would be added to gratuity; if a person dies in the service widow would only get two months' pay, that is the weak point in the clause, 566. Thinks that when an officer dies in the service his widow or others dependent on him should receive the gratuity; in penitentiary pay ceases at death of officer, not so in Ottawa; case of officer dying before receiving gratuity where cheque was returned and widow got nothing, 567. Since present Act was passed, warden is not allowed to make any appointments at all; has been instructor over two years, was guard for fourteen years, keeper five years; discipline in penitentiary is better now than years ago; inspectors go round three or four times a year, generally they come separately, 568.

BÉGIN, P. A., Interior Department, 500.

Is not a surveyor but a draughtsman; some are only copying prints, but they are real draughtsmen, they make all kinds of maps and compiling; his application for permanency is based upon long service, technical qualifications and increased cost of living; if he had been permanent in the beginning would have been a first-class clerk now; if Superannuation Act is restored would like to come in under it, 500. Passed Civil Service Examination; when survey is made by the field staff he makes the draughtings for them; it would not please the old clerks to have all those called draughtsmen be made draughtsmen and put on same footing; owes nothing to political influence, 501. Has passed all examinations required; one a cursory examination of his work by the Surveyor General; offices at corner of Metcalfe and Slater, 502. Would like the old clerks to be made permanent, with first-class standing and with income according; more work than can be done; office hours from 9.30 to 4.30; attendance book signed in the morning and when returning from lunch, 503.

BELAND, PHILEAS, Clerk of Works, Quebec, 1155.

Has had position for eleven years; has every building under his control; also has charge of buildings at Grosse Isle; all post offices from Quebec to Rimouski; his salary is $1,300; has one assistant and one messenger; repairs are done the year round when needed; began at salary of $1,100, 1155. Has to report on everything that is to be done; spends $150,000 to $200,000 a year; each building requires about $4,000; put up the new hospital and new house at cartridge factory; on repairs if a large work is required we

BELAND, PHILEAS—*Continued.*

call for tenders, if small, it is done by day work; for last two years has asked an increase of pay, but could not get it as there was no minister; thinks salary should go up to $1,800; rent has increased one-third in ten years; provisions, &c., 1156.

BELANGER, R., Proof-reader, Printing Bureau, 593.

Is a proof-reader at Bureau at $18 a week; complains that he is asked to read proof sheets while printers get $20, and machine men, during session, get $44 and $45 a fortnight, and proof-readers for House of Commons get from $1,500 to $1,600; no outside establishments are constituted as is the Printing Bureau, because outside, an author is generally responsible for all he gets printed; not so in the Bureau, proof-readers are required to have qualifications for the work; in outside places the proof-readers are mostly girls and are paid $6, $7 or $10 a week; they have no responsibility, while in Bureau they are responsible for departmental reports, &c.; as far as salary is concerned, here is where the difficulty lies, in the Printing Bureau there is a practical branch composed of printers, pressmen and binders who are protected by their unions; there are other branches as stationery branch protected by C. S. Act, while proof-readers have nothing behind them; therefore they want to be classified; to be included in clerical staff, as their work is just as important; in outside offices the author himself sees the work through; it is not so in Bureau, the departments send in their reports, the House of Commons sends in its copy, the *Hansard,* the proof-readers read the proofs and are entirely responsible for it; no check beyond them, they have to sign for the press, to read the first and last proof and are responsible, 594. Some departments read second proof; if work is in French the proof-reader compares it with the English then signs it for the press or for stereotyping; if his signature is upon it he is entirely responsible; Public Printer in Washington writes that he salaries of proof-readers there are $1,500; they do not require the same qualifications there as at Bureau; e.g., the witness is a French-Canadian, supposed to know English, is now reading the Revised Statutes, not only reading, but editing them; comparing English and French, finds many errors; in Washington, English only is required, but in Bureau many have to know the two languages; formerly Auditor General was translated by the printers as best they could, but all errors in translation had to be corrected in proof-room; they had to act as translators, to which some objected; the work was finally given to another man who received special pay while proof-readers had received nothing extra; for all this work they receive but $18 a week, 595. Has been ten years in service; two men in service twenty years are receiving $22 a week; that proof-readers should be men of education let the Commissioners judge; as witness the work done on Revised Statues; whenever they ask for an increase of salary they have the Printing Bureau Act quoted as an answer; proof-readers do not think that covers their case and authorities say it does; so their case is a question of classification; that they be put under Civil Service Act as technical officers, so they would have something to refer to; if so there would be a chance for the chiefs to classify their men and see that the good men who are doing their duty are put in the proper class; whereas to-day all are put on an even footing; the request therefore is that the proof-readers be made a class under Civil Service Act with increased remuneration; would refer to case of Mr. Harwood who has been in service nearly thirty years, there is no better translator in Canada, 596. He is translating official *Gazette,* than which there is nothing harder to translate; no one would dare to check his translation, has made a special study of the work, no other French-Canadian could

BELANGER, R.—*Continued.*

replace him; witness is his understudy, was not politically appointed; mentions this to show how the men in that office are qualified, and that they are not getting enough salary; witness is obliged to live in a certain position, but has to do extra work; has translated technical reports for other departments; several of his colleagues have to do whatever extra work they can to make a reasonable salary; the English proof-readers are very efficient men; during the sessions of Parliament the night staff are responsible for the correction of the daily *Hansard* and of the Orders and Minutes of the Senate and House of Commons; there is no check on them for this work; it is arduous work, which they must do whether the sittings of the House are long or short; they sometimes have to remain working until late in the morning to prepare these publications for press; now as to overtime; printers, pressmen and binders are paid for every minute of work done after hours, receiving pay and a half or double pay; proof-readers, on the other hand, do all the work, and if after hours, they get no extra remuneration; during sessions of Parliament two or three men are obliged to work every Saturday afternoon and Sunday to keep up with the work, not getting one cent for that extra work, but which is supposed to compensate for the two weeks' holidays; but these cannot be counted as holidays if they are obliged to pay for them by extra work; other departments receive three weeks' holidays but are not supposed to work more than the regular hours to compensate for this; comparisons are not always right, there are clerks in Superintendent's office being paid $20 and $22 a week for keeping the time and entering in the book the numbers of the requisitions; yet receiving $3 and $4 a week more than proof-readers, 597. Does not complain that they are too liberally paid, but comparing proof-readers' work and theirs the former are indeed underpaid; the reason is the clerks are classified under Civil Service Act, 598.

BELLEAU, J. A., Preventive Officer, Quebec (letter), 146.

Appointed in 1905, at $500; assistant has larger salary, hence appeal, 146.

BENNETTS, F. K., Assistant Clerk, Privy Council, Ottawa, 1065.

Submits memo. containing comparative statement of the work of the Privy Council for years 1891-2 and 1905-6, 1065. Is assistant clerk of Privy Council; has been thirty-two years in service; his duties are to assist clerk of the council and in his absence certifies to orders in council; cost of department is practically the same in 1892 as in 1906; there are four clerks including Mr. Lamothe, though his office is quite distinct from ours; an effort is made to apportion the work among the various classes according to grade; there is a great amount of work at which all are required to assist; work in office consists in references from other departments under the several statutes; also despatches to His Excellency from Colonial office to be transmitted to different departments; the preparation of minutes, which are prepared upon every report sent in by the several departments except those referred to Treasury Board, this is confidential work and has to be prepared correctly and quickly; the keeping and classification of records, also make copies of orders in council for the various departments, 1066. The records previous to 1867 are to be transferred to the Archives; the scheme is to deal only with records since Confederation; have records of original council held in 1763; when the Privy Council receive a Treasury Board minute, a minute is prepared and submitted to Council; Council passes upon it, then it is sent to Governor General for approval and signature, then copies are distributed to various departments concerned; every minute of Council is entered in a special register; state books were abolished in 1882; a record of members who attend

BENNETTS, F. K.—*Continued.*

Council is kept; when commissions are issued the Secretary of State is advised; those to be published are forwarded to King's Printer; a despatch, if it has reference to the matter of stamp duties after receiving it from Governor General is sent to the Minister of Finance, who replies by a minute and passed by Council and copies are sent to whoever should receive it, 1067. As far as possible all departments are advised in what concerns them; copies of all orders respecting payments are sent to Auditor General, and any payment over $20,000 is sent to Finance Department; it is the aim of officers of Privy Council to be on good terms and advise other departments; office hours are from 10 a.m. to 4 p.m., often later if Council is sitting; orders in council are usually issued within twenty-four hours, 1068. Would require one more man; offices are all together and staff are hard working; chief clerk alone gives work to typewriters; all needed copies of orders in council are now made by the typewriter, which has reduced the work; new clerks do not write as well as the old ones; staff is very industrious and efficient; this should not be lost sight of in bettering their condition, 1069-1070.

BENOIT, Dr. LOUIS VICTOR, Collector, Inland Revenue, St. Hyacinthe, 342.

This is a third-class division, having in it a distillery, two vinegar factories, five cigar factories, and eleven bonding warehouses; the division is large comprising sixteen counties; collection not large; was appointed in 1901; passed both examinations; is also inspector of gas for district, 342. All gas meters are inspected in office; emolument attached to this office is $100 a year; made special study in acquiring all this knowledge of distilleries, and tobacco and cigar factories; received this office through vacancy caused by superannuation of Mr. Boivin at age of 59; has salary of $1,800 a year; don't think the appointment caused dissatisfaction, because they could not well take anybody outside city of St. Hyacinthe for the position; collection in this division is $175,000, besides duty accrued on spirits, 343. Thirteen men and five temporary officers; formerly division of St. Hyacinthe comprised only St. Hyacinthe proper, Sorel, Victoriaville and St. John were annexed later; collection then amounted to $45,000, last year it was $80,000; considers the staff very efficient and they do their work properly; the relative proportion of the cost of living here compared with Montreal, outside the item of rent everythng is just as dear; was appointed four years ago, 344. Lower class of officers are certainly underpaid; the higher class receive remunerative salaries; has to go to the establishment of any one who wishes to establish a cigar factory; has to make a survey of premises, before certificate of license is given; has to have a man at factory even if they do not put out a cigar or a single pound of tobacco in bond; work during current month has to be checked; cigars or tobacco made from Canadian domestic leaf are not taken out of bond; even at Thetford Mines it costs as much to live as in Montreal; a Mr. Lebranche opened warehouse at Thetford Mines; he is merchant, hotelkeeper and real estate agent; bonded warehouse is kept separate from hotel, saw to that before license was granted; gave guarantee bond of $2,000 which was accepted by government, 345. When whisky is consigned to him in bond, he cannot open the door, our officer takes it out; comes under retirement fund, but we do not get as much interest as is given in bank; would be desirable to restore Superannuation Act, or a combination of the two would be better; Mr. Brennan is in charge of distillery; some of our men are sent out at times on dangerous service, then there should be some provision made for extra pay in such a case, or given protection for insurance; one man is called on two or three times a year to spend two or three weeks in the fulminate of mercury factory; should be paid extra for that, or protected by insurance paid by department, 346.

BENZIE, J. L. B., Letter Carriers' Department, Winnipeg, 1053.

Was in grade 'C,' receiving $1.75 a day, and succeeded one who found the work too tedious and hard, and who received $2.25 a day; expected to receive his salary but was informed that he could not pass from grade 'C' to grade 'E;' finally he passed through grade 'D' to grade 'E,' but received no increase in pay; his duties are to check time of arrival of carriers at 7 a.m., assist in sorting the mail, then walks out with different carriers trying to equalize their work, so as not to work them more than 8½ hours a day; then writes up a report for the postmaster; finds it very trying to change walks every day; has charge of carriers' ledger for charging up their uniforms; 1053-1054.

BERTHIAUME, C., Gardien de Nuit à l'hôtel des Postes de Montréal (letter), 1152.

Expose qu'il est employé comme gardien de nuit, pendant sept ans, que son salaire a été toujours $50; que de l'autre côté, les cout de l'existence d'une famille s'est accru d'une façon extraordinaire; qu'il travaille 365 units par année, n'a pas de congé; et surtout que $50 par mois lui permet pas de pourvoir à ses besoins; demande que son salaire soit augmenté de 25 pour cent, 1152.

BOARD OF CIVIL SERVICE EXAMINERS.—See *DeCelles, Dr.*, 1. *Glashan, Dr.*, 28. *Thorburn, Dr.*, 11.

BODDY, J. S., Clerk, Toronto Post Office, 1013.

Has been in service twenty-four years, entering as letter carrier; at appointment had not passed examination, but did subsequently and received a clerkship; is now receiving $1,000 a year; most desirable to have only three classes instead of six as at present; memorial suggests an equitable system of promotion based on qualified seniority; that seniority, all things considered, should govern, 1013. That annual statutory increase be $100 instead of $50; suggests eight hours constitute a day's work, including one hour for dinner; and seven hours one night's work including one hour for luncheon; clerks now work eight hours without lunch; thinks clerks should receive pay for Sunday work; special clerks working on Sundays get pay; clerk receiving yearly salary gets a day off during week for working on Sunday; should also receive pay for working on public holidays, 1014. Thinks it not advisable to alternate day and night work, because you get accustomed to night work; night work is often a matter of choice with the clerks, they are not compelled to do night work; works in the registration department; some, rather than do carrier's work, would sooner do clerical work at night, using uniforms when they go out, 1015. Quite a few resign their positions; chances are better outside; thinks certainly if grades were reduced, salaries increased and superannuation restored would have a better class of men and they would stay; everywhere there is a gradual raising of wages, not so in Civil Service; civic employees of all grades have all had salaries greatly increased, also in several departments of provincial government; business with the banks has largely increased, and messengers coming from these banks to receive the many money packages all receive larger salaries than the clerks handling this large sum of money, 1016. Consider also the responsibility of their occupation and trust reposed in them; public are dependent on honesty and efficiency of the clerks who are not appreciated as they should; business men and women will inclose money in letters, trusting to honesty of clerks, yet nearly all arrive at destination safely; mentions case of a Greek, four years in this country earning $18 and $20 a week in a factory, yet men in post office twenty and twenty-five years do not get the wages of this man; request an increase of salary because of increased cost of living, 1017.

BOLDUC, A., Post Office Inspector, Quebec, 957.

Appointed inspector twenty years ago, being previously four years assistant inspector at Ottawa; on arriving here had salary $2,000, receives now maximum $2,600; has under him eight clerks, two assistant inspectors and a messenger; has no first-class clerk; district includes Three Rivers to Straits of Belle Isle on north shore, and from Nicolet to Gaspé on south shore; is on road about ten days a month, so are the assistant inspectors; sends out also two clerks; has to inspect 1,000 offices; 350 money order offices are to be visited every year; mere travelling expenses are allowed, former system of per diem allowance preferable, 957. The system exists in England and United States, in England it is graded according to title of person travelling, but should be the same for all; in U. S. they get $4 a day; salary of assistant inspector is $1,800; an inspector should be appointed from the service; minimum salary of inspector should be $2,500 up to $3,200; and assistant inspector from $1,800 to $2,500; inspectors are generally appointed through influence; the two clerks travel to learn the business; should be allowed to take out accident policies paid by government; pays ordinary life insurance premiums; is under Superannuation Act, which should be re-enacted; and provisions made to include pensions to inspectors, lighthouse keepers and their widows, 958. Also a provision that if a man dies before time for superannuation his widow should get more than two months' salary; this gratuity is not given when officer has been superannuated; our clerks are on same level as post office clerks, should be some distinction, as our clerks are supposed to have a good education and know the two languages, while a man in post office has simply to sort letters; office hours from 9 to 4; it is a requirement in our office that clerks should speak and write the two languages; a clerk in inside service does only routine work, and a man in post office inspector's office requires general ability, 959.

BOUDREAU, RODOLPHE, Clerk, Privy Council, 1063.

Forwards statements of staff of dept. for 1892 and 1906, 1063-5.

BOUDET, ETIENNE, Assist. Insp. of Weights and Measures, Montreal, 362.

Has served eight years; would be satisfied if he could make the two ends meet; did not know when he entered the service there was no retirement, 362.

BOULET, WILFRID ALBERT, Supt. of Letter Carriers, Quebec, 938.

Has been twenty-three years in service, twelve as superintendent at salary of $800; has had no increase for twelve years; some letter carriers get a greater salary at $2.25 a day, with uniform; boots, great coat and Sunday pay; as superintendent wears no uniform; wishes increase if others get it; office hours from 6 a.m. to 5 p.m.; is always present when letter carriers are on duty, 938.

Memo: que sa position comme chef des facteurs est une des positions les plus responsables, à part celle de surintendant des commis; a la surveillance des facteurs, voit à ce que les divisions soient à peu près égales, à répondre à toutes les plaintes des citoyens pour le retard des malles ou mauvais services des facteurs, à tout ce qui regarde la distribution, le soin des lettres enregistrées; à sa nomination il recevait $200 plus que les facteurs, mais par un bill passé à cet effet les facteurs gagnent plus que leur chef; demande justice, c'est-à-dire quelque soit le montant donné aux facteurs qu'il soit donné $200 de plus au surintendant comme autrefois, 939.

BOURGOUIN, GEORGE, Collector, Lachine Canal, 1224.

Collects wharfage on the firewood and lumber unloaded on the wharfs; salary $1,800; keeps the books and statistics of everything going west and returning;

BOURGOUIN, GEORGE—*Continued.*

the returns are sent to Ottawa daily; those who have water rights on the canal pay for the water they draw; a commission was appointed to examine the needs of the canal, and they appointed another man to collect the rents, receiving a commission on the rentals, 1224. Presents statement of salary paid in 1895 and 1896; has been in service nine years; the employees at chief office were nominated by the members; replaced a Mr. O'Neil, an old man over forty years in service, who received $2,000 and collected about $50,000; tolls abolished in 1903; Mr. Marçeau is general superintendent; received pay for August about September 6 or 8, 1225. Mr. O'Brien pays the bridge keepers; ours is the statistical office, collecting the revenue; is not permanent; thinks there should be a protection scheme for the wives of officers dying; though no revenue is collected the work is to keep the records, 1226. office is kept open from 10 a.m. to 3 p.m. in winter; in summer the office is open all the time, twenty-four hours a day, Sundays also, there is a day staff and a night staff; every ship reports; the work has trebled; two less on the staff, or more business and less pay; take holidays in winter; if any one gets sick the public suffers; in this business you take a man, a capable man, he could not do the business until he has been a year there, it is difficult work if you do not know it; it is the main office on the canal; has to keep three books, 1227. Collects tolls for the coal that comes in the canals; it is wharfage not tolls on the coal; this year has collected about $3,000 a month; some coal is unloaded on canal, some goes to Ottawa and other places; coal coming from below is charged 6 cents a ton to go through the canal, and coal from above pays 5 cents a ton for wharfage; books are simply a collection of statistics, how many bags of salt, or grain, &c., sometimes there will be a large number of entries for one ship's cargo, and though they pay no toll, still the work of recording the quantity of different articles carried has to be done and reported to Ottawa, 1228.

Memo.: This office regulates the traffic through the canals in the Dominion, it being entrance of navigation to the west, outlet from the west, have therefore all they can attend to with the small staff; they ask for an increase of pay, because in 1896 staff consisted of eight, now in 1907 there are six, yet traffic has almost doubled; cost of living has increased 50 per cent; office is open twenty-four hours a day, open on Sunday from now on for which they get 20 cents an hour and Customs Department get 30 cents an hour for Sunday work; should receive as much as staff did in 1896; gives table showing staffs in 1896 and 1907, comparing wages then and now; since 1896 traffic has increased and cost of living increased; since 1896 staff has decreased and salaries decreased, 1229.

BOUSQUET, J. O., First-class Exciseman, Montreal, 339.

Is not yet classified, though he has passed special examination; would not have entered the service had he known any better; entered as probationary, and in seven years has risen up to a first-class exciseman, 339. Has control of cigar and tobacco factories; produce of Mr. Fortier's factory; has always an assistant in training; Mr. Cavan visits office every month; the way duties are performed and inspection carried on are all right; not enough special class officers, only two in Montreal division; require four or five more; uses many stamps, these are bought by manufacturer, using one stamp for every box, the number of stamps used should equal number of boxes of cigars made, 340. Manufacturer cannot get out of factory one box of cigars unless stamps are properly cancelled; would detect any missing stamps; had political backing on entering service, but has not used it since for promotion or increase of salary; thinks methods in force in department are efficient; but

BOUSQUET, J. O.—*Continued.*

would suggest raise of salary, then question of classification, 341. Has worked hard to pass special class examination to be kept as first-class officer, has worked hard for years; the special class list should not be limited, but thrown open to every officer qualified for that class; there is special class work to be done; in Montreal we should have four, five, or half a dozen special class officers, 342.

BOUTEILLER, G. A., Officer in Charge of Walker's Distillery, Walkerville, 411.

Has been connected with service thirty years; there are thirteen officers each of whom is responsible for and has under his charge and care a particular department; all spirits when manufactured are charged for duty $1.90 per proof gallon; 3,000,000 gallons of spirits are manufactured in a season and duty levied amounts to $5,700,000 in a year; spirits when manufactured are prepared for warehouse for maturing purposes either in tanks, vats or barrels; there are about 400 tanks and vats on the premises, all of which are full most of the time, also nearly 200,000 barrels in use all the time; spirits on hand now is over 7,000,000 gallons, all under control of officers at distillery; about 300 barrels and 1,000 cases are shipped every day; in a season's run about 40,000,000 pounds of grain are used; this shows amount of work and responsibility entailing strictest diligence and vigilance on part of officers; majority of officers are qualified, but later appointments are not young men, it being impossible to get them at initial salary; ordinary workingmen in distillery receive larger pay; one of these salaried employees is in receipt of $15,000 per year, others from $5,000 to $8,000, shipping and correspondence clerks from $1,600 to $2,500 per year, 411. Considers initial salary should be increased in order to attract young capable men; three of our officers have lately resigned to enter Customs, as their examinations are not so difficult; cost of living has increased from 30 to 50 per cent and salaries in all other lines have from absolute necessity been increased; would suggest a graduated scale of increase, the higher percentages being allotted to classes receiving minimum pay at present time, and a descending scale applicable to the higher grades; gives list of officers at distillery, showing salary and length of time in service, 412.

BOVILLE, T. C., Deputy Minister of Finance, 180.

Been in department twenty-five years, and by promotion examinations arrived at present position; graduated at Toronto University; present salary is $4,000; financial business of country has doubled during the last fifteen years, while permanent staff has only increased from thirty-one to thirty-nine, and temporary staff from one to ten, 180. During last three months four more women were added, being employed in signing the new currency and counting and destroying the old; circulation over $14,000,000 in one's and two's; have been keeping the circulation very clean during last eight years, 181. Cannot get new boys to enter service now at $500; have to strain Civil Service Act and give practically $800; some have had slight experience; boys of seventeen or eighteen just after school cannot have the level-headedness or intelligence required for the work; applications from women at $500 are very numerous; generally engage women at twenty or thirty years of age, and all must pass the Civil Service examination, 182. The women in the department are all healthy and of the highest character; many officials who have left department have succeeded in outside life; promotion examinations are on 'duties of office' and arithmetic; vacancies may be filled by the head of the department even without concurrence of the deputy, 183. In practice the deputy is consulted; transfers are made from one department to another with con-

BOVILLE, T. C.—*Continued.*

currence of each department; when appointed from outside, six months' probation is required, but practically once a man is in on probation it is impossible to remove him; thinks it advisable to change practice of annual increase of $50, 184. Thinks consideration should be given a married man in preference to a single man; there is no analogy in the works of the different departments; the Act tries to arrange every department on the same basis, 185. Statutory leave of absence is three weeks, but we give an elastic interpretation; all sign attendance book except private secretary; hours of work from between nine and ten till four o'clock, but when required they work later; hours of attendance are regulated by the work, or by the clerks themselves; they stay three times a month until ten or eleven o'clock at night to prepare special balance sheets at the end of each ten-day period; balance sheet published in the *Canada Gazette* monthly, 186. Women employees in the currency branch are encouraged to learn typewriting and shorthand, and are sometimes transferred to the general work of the department, where they get permanent rank; tests have been made as to the mechanical capacity of the clerks as to the amount of notes they could sign per day, 187. New Dominion notes come from printer in bundles of one thousand sheets, four notes to a sheet; they are counted and handed to the women who also count them; the notes are then put into a cash box, each woman having such a box, and they are counted to see that the thousand notes are there; then she signs the notes, returns them to the controller and are counted again; old notes come to the controller from the offices of the Assistant Receivers General in bundles of a thousand, are handed over to the women to count and label them, then return them with a check mark on them; then they are destroyed by officers of the Finance Department and the Audit Office, 188. The inspector goes into the office of the Assistant Receiver General and checks his cancelling; acts as Secretary of the Treasury Board, and reports to the Privy Council increases of salary, promotions and appointments, 189. Treasury Board grants certificates to banks in case of increase of capital; also to insurance companies; approves of changes of the securities of insurance companies; Board deals with all cases of superannuation in all the departments; probably 2,000 or 3,000 cases go through Treasury Board every year; Auditor General is supposed to examine every item of every account; Auditor usually accepts recommendations of Treasury Board; in some cases Auditor General absolutely demanded reasons for leave of absence being granted, 190. Since the Martineau case, cheques paid by the banks under letters of credit with the statements come direct to Department of Finance for the purpose of adjusting the cash balance of the bank, thus checking the corrections of the payment; cheques are examined back and front; banks return to the different departments the paid cheques at the end of each month; each letter of credit has an account with the bank, 191. Outstanding cheques are adjusted once a month; last year we put through about 600,000 cheques under the letter of credit system; Finance Department found out from the number of cheques being out of order, that wrong-doing had occurred in one department; a messenger had stolen a cheque book; he drew four cheques for small amounts; every cheque is drawn to order, 192. Receive daily statement of deposits in the several banks to credit of Receiver General; when a collector deposits his collections he is given three receipts, the original for himself, duplicate for the department, the triplicate and draft on head office are sent to Finance Department; the statements come in in the morning and are deposited in the bank before three in the afternoon; the receipts are filed; they come in in all shapes; except in large cities the deposits are made in one bank only, 193. Frequent applications are made by banks that want

BOVILLE, T. C.—*Continued.*

to get deposits; no profit to the bank; when a bank gets insistent it is to be watched; check is kept of superannuation receipts, these superannuation payments are made not by cheque from the department but on an official list signed by official; the nearest bank cashes for him; banks send in to us these cheques; supply forms for each year are given to the persons superannuated, 194. Bank is authorized to pay person superannuated only so much per month; terms of the receipt require him to go before a justice of the peace and declare that he is entitled to the money; have twenty-three bank accounts; have not opened an account with a new bank since 1886, 195. Abroad, governments deal with their respective national banks; in 1886 an order in council was passed preventing the opening of new bank accounts; parliamentary work is becoming very onerous; estimates from all departments are collated and put before Council; the department has to be represented at the meetings of the Public Accounts Committee; Banking and Commerce Committee looks after the incorporation of new banks and insurance companies; the Bounty Acts, respecting the payment of iron and steel bounties, were prepared by the department; the sessions add very materially to the work, 196. Work of responsible character and requires frequent attendance at the House; preparation of facts for the Budget Speech; the department has to purchase a large amount of exchange during the year to meet the interest on the public debt, purchase of stores, &c.; discount is practically profit if bills run out their term of sixty days; if discounted before sixty days, deduct discount to show net profit; a watchful eye is kept when exchange is favourable for buying, 197. The right time to buy is when gold is tending towards the importing point; would delay a week if there was a probable fall in exchange; have bought considerably under 8; recently we bought at less than 7¾; everything is prime bills; we buy by tender and lowest tender is accepted; always give the several banks the opportunity of tendering; we arrange in London market for renewal of both temporary and permanent loans; when money is required temporarily Treasury bills are issued, 198. Treasury bills now outstanding; conditions for placing permanent loans on the market now are very difficult; the 4 per cent loan of 1874 was continued rather than renewed for four years at same rate of interest; next year large loan falls due in November; year after the Consolidated Canadian loan of some £6,000,000 is due; loans are falling due practically every year up to 1910; Bank of Montreal, London, is our principal financial agent, getting weekly letters as to state of market; have seven offices of assistant Receivers General, 199. Assistant Receivers General are not subject to Civil Service Act; appointments are made on nomination of minister altogether; Mr. Mather, of Halifax, receives $2,500; is a very methodical man, a man of highest capacity, character and integrity; the inspector, as in banks, walks into any of these offices and takes possession; in these offices large amounts of our reserve and specie are held, also supplies of silver and copper; if a bank wanted to draw specie to the amount of $100,000 or $200,000, it could be got at Halifax; a supply is kept to meet contingencies; assistant Receivers General have always met demands made on them; one of our duties is to see that a bank does not over-issue, 200. Also to see there is no over-circulation; 'window dressing' is shown in the returns, by the average amount of notes held during the month compared with what they held during the last day; loans 'to' ought to equal loans 'from,' 201. Banks generally want to have a fixed reserve in cash and a fixed reserve in liquid securities as against their liabilities; that is not demanded by the Bank Act; Bankers' Association have moved in that direction; the forms of monthly statements to the shareholders should harmonize; a clause in Bank Act sets out in general terms

BOVILLE, T. C.—*Continued.*

what should be submitted to shareholders; the bank charters are carried on till 1911, and parliament will revise year previous; 'records' of department are in very fair shape; all are kept in basement rooms; are weeding out useless records, some of which are destroyed under authority of Governor in Council, 202. Records not in fire-proof vaults, will send them to the Archives later; have documents relating to Civil War of 1812, also respecting early construction of Welland canal; whole staff of Finance Department is in the Eastern Block; Mr. Toller presides in note-room over thirty women; business relating to currency is done in the only one big room we have; each woman has a telling-box under lock and key; note circulation throughout April amounted to $57,000,000; there is a controller of currency and two chief clerks having supervision over the $57,000,000; controller has the custody of all securities deposited and held by the Receiver General on account of the various insurance companies; also cuts off the coupons as they mature and sends them to the different companies, 203. Securities kept in a vault, under the custody of two officers; inner door is also under dual control; securities doubled since 1892; these vaults are guarded by police day and night; Mr. Henry T. Ross is Assistant Deputy Minister of Finance; this appointment was a growing necessity; previously Mr. Fitzgerald acted as assistant deputy; but insurance took up all his time; one chief clerk looks after the bank account, has also general oversight over the revenue side of accounts, the other chief clerk has charge of expenditure; gets out the public accounts, balance sheets, &c.; there is an accountant of contingencies who pays salaries of temporary clerks, of all the departments, travelling expenses of officials, printing and stationery and newspaper accounts, 204. Has control over charwomen; great pressure is brought by politicians to appoint charwomen; would rather renew a loan than appoint a charwoman; limit of number is set by order in council; an accountant of contingencies has proved a very useful appointment; each department is limited to subscriptions for newspapers, but not well observed; department is undermanned, 205. Staff as a whole is very efficient; each class of clerks is doing its own work; some women have been in the service since 1877 or 1878; these are becoming inefficient; they are temporary employees and their pay ceases when they leave the service; what is to be done with them, since they are not under old Superannuation Act? restoration of Superannuation Act is a necessity; an economic necessity for government, in the interest of the State, because there are in the department some five or six persons who have worked for twenty or thirty years, and whom we have to carry on and pay salary until they die; very soon this condition of things will arise in every department, 206. Pension is not a gratuity, but deferred salary; if superannuation still existed there would not be the same demand for increased remuneration; a man would be content with a medium salary, if his declining years were provided for; it would have a very steadying effect on a man's service and integrity; thinks there is a tendency to relax in the entrance examinations; the value of these examinations does not indicate the best men for the service, but eliminates the unfit; same remark applies for promotion examinations, 207. With the superannuation system if you get a good man in your department he will stay with you; with nothing but the Retirement Act there is nothing to hold him; a forgery was lately discovered in Inland Revenue Department; blank cheques were stolen out of one of the cheque books; all cheques are numbered consecutively; difficult to discover unless one had curiosity to examine cheque book; they were stolen from end of book; on June 13, Deputy Minister of Inland Revenue advised manager of the Bank of Montreal that these cheques had been stolen and to notify his branches to be on the lookout;

BOVILLE, T. C.—*Continued.*

one cheque came into Bank of Ottawa and paid on June 1; signatures are forgeries; the second cheque was paid on June 15, 208. Paid by the same bank and same teller; thirteen cheques were stolen, but only two were presented; Bank of Montreal perceived the forgery on advice from Inland Revenue Department, 209. Cheques were stolen by some one who understood routine of department; accountant keeps cheque books locked up; Finance Department have urged the other departments to keep these cheque books as carefully as bonds; the thirteen cheques were numbered consecutively; Bank of Montreal got notice that the cheques had been stolen after the first cheque was cashed, 210. The Martineau Commission advises that every blank cheque should be accounted for, whether cancelled or issued, and that no unnumbered cheques be allowed to exist; Inspector Hogan is investigating; so far loss has been borne by the Bank of Ottawa; teller of a bank will cash a government cheque almost without thinking; our department was notified of these forgeries, 211. Would simplify matters if Finance Department made all payments, theoretically, but the business is so tremendous and spread over such a wide area, it is not practicable; Finance Department and Auditor's office make the big payments, but to pay everything would require a staff of a thousand men, there would be constant delay and grumbling; thinks the present regulations would meet all troubles; there may be an odd case of oversight or neglect, but as a rule the cheque books are being thoroughly well guarded, 212.

Statement of number of officers and cost of administration of Finance Department in 1892 and 1906, respectively, 213.

Memo. on superannuation: Different departments view this question in different ways; speaking from point of view of Finance Department; the provisions of the Civil Service Superannuation Act were repealed in 1897 as concerns those entering after that date and a Retirement Act was enacted; consequently there are too classes, one that can look forward to retiring upon a decent pension, if they live long enough, the other who have no prospect of a pension, but under the terms of the Retirement Act will receive, on leaving the service, the product of a saving's bank account in which is deposited monthly five per cent of their salary; having studied the two one can say, the business of government differs from that of an ordinary character; it is conducted on a larger scale, is of a continuous character, therefore staff must be possessed of a certain amount of historical acquaintance with the different subjects dealt with; therefore departmental training and experience are invaluable; an employee becomes a storehouse of useful departmental knowledge, and young men trained in the department make for efficiency; the pension system has been one of the strong levers to retain valuable men in the service; under Retiring Act, there being nothing to hold him, a man seeing an opening elsewhere, leaves the government, taking with him his knowledge and balance of saving's bank account; in the interests of a continuous service the Superannuation Act was highly advantageous; a retiring allowance has a steadying influence on a man's character and conduct; the most important advantage of any system of retiring annuity is its value as a measure of economy, 214. Without discussing moral obligation of the individual or corporation to provide for the future of those grown old in its service, the government, in the face of influences of all the various kinds that can be brought to bear, simply cannot get rid of those, who worthy in themselves, have given years of honest service, have outgrown their usefulness, and must carry them on at high salaries; in other words in absence of any pension the staff in its higher branches must be duplicated; it is more economical and better that such persons be removed from the staff; wonder has often been expressed that

BOVILLE, T. C.—*Continued.*

the country has been able to get and retain in its service men whose abilities were widely acknowledged; the officials regard any allowance under the Superannuation Act as merely deferred salary; some scheme of retiring allowance for honourable service is in the best interests of the service of the country, as well as in the interest of economy.

Temporary clerks: Salary of a temporary clerk begins at $500, up to $700; at present there are forty, some of whom have been in the service for over thirty years; it is but fair that they should be permanent, 215.

BRENNAN, DAVID JOSEPH, Special Exciseman, St. Hyacinthe, 347.

Has been in service seventeen years, 346. Has changed abode with family several times, receiving the cost of packing, actual cost of transportation, cost of unpacking and one week's board for family; whatever breakages occurred had to bear the loss of; when at Royal Distillery at Hamilton acted as special class warehouseman, and passed examination in 1903; was at Gooderham & Worts in Toronto for eight years; here our officers are on duty from seven in the morning until six or later at night; receives extra pay for overtime 50 cents for first two hours and 25 cents each hour after; salary now is $1,300 and $150 duty pay; has passed all promotion, special and qualifying examinations; by going to St. Hyacinthe became officer in charge of a distillery; on arrival special class list was full, four months later this list was enlarged and was first to enter, reaching minimum which was $1,200 per annum, 347. Our junior officers receive $1,000 and $1,200, they are both first-class men; would like to recount experience in moving family from one point to another, especially from Ontario to Quebec; up to a few years ago there were no distilleries in Quebec, now officers are in training to take charge of distilleries; with regard to extra pay, would suggest that duty pay of officers in distilleries, since they are liable to be moved about so much, should be raised to $600 in order to provide for educational expenses of children; is losing money down here every month, expenses having increased more than salary, 348. Cost of living at St. Hyacinthe, with exception of meat and vegetables, is as dear as in Hamilton; more for coal, and double for gas; would suggest that in the event of readjustment of salaries, that officers be so paid as to feel immediate relief, 349.

BRUNET, JULIEN, Electricien en Chef, Lachine (lettre), 1237.

Est l'électricien en chef du canal de Lachine sur tout son parcours; et qu'il est obligé de faire tous les jours l'examen de tous les circuits et de voir à l'entretien et au maintien en bon ordre de ces circuits et moteurs; à parcourir le canal et voir à ce que la ligne de la lumière électrique soit en bon ordre; aussi le telephone du canal; pour se rendre d'un bout à l'autre il lui faudrait $30 par mois; son salaire est $75 et $15 pour dépenses de transport; les contre-maîtres des charpentiers, des forgerons, des machinistes sont logés, éclairés, chauffés et reçoivent $3.50 par jour, avec droit aux extras après les heures réglées, pendant que votre serviteur ne reçoit que $75 par mois ou $2.50 par jour, les dimanches compris, et il n'est ni logé, ni éclairé ni chauffé; le surintendant refusa de lui accorder ses dépenses de transport jusqu'au 31 mai; il demande que ses dépenses lui soient remboursées et que la somme de $30 par mois lui soit allouée, en outre un salaire de $115 par mois, vu ses responsabilités et ses connaissances techniques, 1237-1238.

BRUNET, J. B., Lampiste, Montréal (lettre), 1238.

A été engagé comme lampiste à $45 par mois plus une allocation de $10 pour ses dépenses; il se livrait à l'étude de l'électricité qu'il est competent à réparer les lampes au canal; autrefois ces lampes furent envoyées aux boutiques;

BRUNET, J. B.—*Continued.*

il a rempli ses fonctions à la satisfaction de ses chefs tout en recevant le salaire des journaliers; il demande la somme de $65 par mois; il est souvent obligé de travailler les dimanches; désire un allocation raisonnable pour ces jours, 1238.

BUTLER, M. J., Deputy Minister of Railways and Canals, 1181.

Is deputy minister and chief engineer; these offices were formerly separate, prior to this was assistant chief engineer of National Transcontinental Railway Commission; before that was chief engineer to the Locomotive and Machine Co., of Montreal, and before that again was chief engineer of Hillsborough bridge; was admitted to bar in Illinois, and born in Deseronto; attends meetings of the Railway and Public Accounts Committees; all route maps of railways are submitted to department and causes much correspondence; this work was never under Railway Committee, at its creation the section dealing with the submission of route maps was added to Railway Act; that there should be some responsible control by the political head over the general route of a railway; parliament grants a charter to build a railway, but details are left for minister to adjust; details are left to Railway Committee, and when general route is approved by minister the jurisdiction of Railway Committee begins, 1181. In 1905-6, expenditure was $18,000,000, and revenue $8,000,000; his salary $7,500, and thinks it a very low salary; in a railway company, would get twice the salary and half the work, 1182. Produces statements from the department; has reorganized the branch of railway statistics; in his absence from office the secretary acts as deputy minister; the secretary signs contracts for enlargement of canals, &c.; there is now a new chief clerk for compilation of railway statistics, which up to this have been practically useless; on entering department witness at once impressed on minister the absolute necessity of securing statistics in Canada on same lines as the railways are now supplying the identical information the United States railways furnish the Interstate Commerce Commission; there is a scheme for getting returns from the railways, and have a uniform bookkeeping; the returns are now classified; this bookkeeping has been reduced to the most exact science of bookkeeping in existence; it is easy now to decide whether an item should be charged to capital account or to expenditure, 1183. The English have largely increased their capital account while United States have paid out of revenue items that justly belong to capital; each chief in the department has his own branch to attend to; has a general knowledge of the working of railroads; has had nothing to do with appointment of any permanent official, 1184. A good many have passed the Civil Service examinations, others have not; Mr. Murphy, an Ottawa man, gives half his time to Railway Department and half to Railway Commission, he is an expert on matters affecting telephone, telegraph and electric light and power; half his salary is paid by each department; politics, once a man enters the service, has nothing to do with the men; thinks political influence brought in most of the woman copyists, 1185. Thinks the reason so many women are employed is that they enter for a salary less than $500; cannot get men for less than $500; have to appoint young men junior second-class before they come in, which gives them a salary of $700; desires to get young university graduates; competitive examinations do not test the capacity of a man in comparison with graduates from a university; thinks the examinations are a farce; no examination will test the executive ability or adaptability of a man for work; approves of a probationary term, 1186. Has an attendance book in charge of secretary, but has released chief clerks and professional men at heads of branches from signing it, as being an indignity it would be unfair to put on

BUTLER, M. J.—*Continued.*

them; registering at certain hours will not secure good service; it is proper for the ordinary clerks to sign; clerks are allowed three weeks' holidays; all take their holidays except the temporaries; Mr. Johnson and Mr. Douglas have been working for thirty or forty years, get no holidays; it is not right, 1187. Commissioners suggest giving the above two clerks holidays; as a rule men stay as long as they are wanted; are very short-handed for clerks; department located in Western Block, but two or three have offices in the Canadian Building; during session he holds whole staff till 5 p.m., and a certain limited number by rotation till 6 p.m. every day; all are hardworking, dilligent and industrious; came in under Retirement Act, they retaining 5 per cent of salary, 1188. Could do better, but is content to obey the rule; would be most valuable to restore Superannuation Act, as a means of dispensing with the services of men who are growing too old or becoming inefficient in the service; you retain men now because you cannot throw them out; no corporation should throw out a man who is too old, to starve in latter end of life; superannuation is deferred wages; on the Intercolonial a provident fund was adopted, each employee contributes and the government also contributes, it is a joint fund; in event of death heirs secure benefit of payments, under Superannuation Act they receive nothing; was inclined to issue a circular to outside men, similar to Treasury Board minute of 1879, forbidding use of political influence; thinks the men use more pressure on witness than pass him by; have very valuable historical records in connection with early canals, 1189. Could hardly part with them for the Archives; Georgian Bay canal is a purely political matter at present; is proposing to turn over to the geographer the large railway map; general maps of the country should be centred in Dominion Geographer; Railway Committee reports to department and department transmits it to parliament or Governor General in Council; duties of Railway Commission under Railway Act control all the detailed locations and plans of railway, manner of construction, crossing of other railways, highways and bridges, also of rates; the control is actual and is being enforced; during last year the Railway Commission compelled the railroads in west to reduce their rates to a uniform rate of 3 cents a mile; a great reduction on what they were receiving, 1190. The Commission has its experts; there is nothing so complicated as traffic rates, still the Commission have secured substantial reductions and are doing a wonderful work for Canada; it also inquires into accidents, it is weak in numbers and overworked; they sit together, and they sit separately; they have control over telephone and telegraph rates; when complaints come in they are turned over to the Commission; National Transcontinental Railway Commission was created to construct the Eastern Division of National Transcontinental Railway; it has its own staff, a chief engineer and other officers who report to minister; all plans pass through the department to Governor in Council; there is also a scrutiny of all their accounts by the department, 1191. All matters relating to construction and location of Eastern Division of National Transcontinental Railway pass through department; the government has appointed Mr. Schreiber to keep the Grand Trunk Pacific Company up to requirements of the specifications; security is given on all contracts; securities of National Transcontinental Railway contracts are in cheques, money and bonds; in hands of Receiver General; once parliament votes a subsidy for construction the company submits their plans and specifications; government has also their specification; company enters a contract to build their railway up to the specification; their profiles and estimates of quantities are verified by staff; if the line costs more than $15,000 a mile, a subsidy of $3,200 is given, if it costs $21,000, they receive

BUTLER, M. J.—*Continued.*

$6,400 a mile; as long as they expend amount required to produce the double subsidy they are entitled to it; $15,000 a mile is ordinary cost, if line costs $16,000 they would get 50 per cent of difference in excess, which keeps cost of construction up to a point where, as a maximum, the subsidy becomes $6,400 a mile, 1192. They file their plans, profiles and contracts; work is inspected by engineers and auditor audits their books, their subsidy is paid over; when matter leaves department it is subject to supervision of Auditor General; about 9,000 in service of Intercolonial Railway and Prince Edward Island Railway; about 3,000 on canals; compare difference between rates in summer and winter and you will then see the benefit of canals; people are becoming more alive to the importance of canals; our people who are supposed to take advantage of canals are slow about it; they have not the boats nor facilities at Montreal that are required; length of Intercolonial Railway and Prince Edward Island Railway; the accounts on that railway are not more intricate than on Grand Trunk Railway, 1193. Length of road does not increase intricacy of accounts; have made improvements already; will show later a monthly statement illustrating how the accounting is done; came in during Mr. Emmerson's regime; only comparative statements under old regime, no true accounts; former trouble was rather a case of inertia, 1194. It was fortunate for Canada that she had two such honest men as Messrs. Williams and Pottinger at the head of affairs for the last thirty years; thinks former leakages have passed away; the several stations account daily by telegraph to Moncton, and Moncton pays into Bank of Montreal; everything goes to Moncton and Moncton sends everything up here; Mr. Shannon is justifying the opinion formed of him; is young and active, interested in his work; of course has had benefit of expert technical advice from the gentlemen who were revising the accounts; one, a Mr. Stephenson, a professional accountant who came here to give advice as to how the work should be done; he receives a salary of $30,000 a year; employed a firm of experts familiar with railroad work, they went to Moncton, saw how the work was being done, allotted it to Mr. Brown, who took charge and is in constant communication with Mr. Stephenson; it took three months to train the men so that they could be transferred without confusion; has cost much for the expert service and clerical staff; everything being obsolete had to be changed, 1195. It turned a deficit of $1,800,000 into a surplus, and gives a better show this year; paid out of capital this year what was formerly charged to expenses; receipts at several stations, everything is turned in to Receiver General; the competition of the Grand Trunk Pacific and Canadian Pacific Railway is severe on the Intercolonial Railway; the lower provinces turn over to Intercolonial Railway all their freight by agreement; people down below get the lowest freight rates of any railroad, 1196. Intercolonial Railway spent on capital account in 1905-6, $3,460,000 for locomotives and cars; rolling stock $1,291,000; steel rails and fastenings $350,000, all made under contract; principle of accounting; increased accommodation is the enlargement of the facilities at stations; all stores are bought by lowest tender, except where responsible officer says he wants some specific article, 1197. The large capital expenditure on canals must continue, it is going to increase because Trent canal is now finished and contract for a canal from Holland river to Newmarket has been made; is replacing works of a temporary nature to be more permanent; has the best force of trackmen despite political appointments, 1198. No tendency to appoint more men than needed; the appointment of station masters and telegraph operators are all fixed under an agreement with the Brotherhood of Telegraphers; a telegraph operator should acquire a knowledge of bookkeeping methods and station business generally; a foreman

BUTLER, M. J.—*Continued.*

or a trackman may be appointed on nomination of some political friend, but then he has to make good, he joins the Brotherhood and works his way up; there are about 1,200 and 1,500 employees of the Intercolonial Railway in Moncton, 1199. Mr. Pottinger is the head official there; has shops at Rivière du Loup, St. John, Halifax, Mulgrave and Sydney, but principal shops are at Moncton; has established a Provident Fund; beneficiary pays one and one-half per cent on average pay received for last eight years; if a man gets killed the widow would get the benefit of what her husband had paid into the fund without interest; the fund applies to the 9,000 employees; no provision made yet for employees on canals, 1200. A revision of Civil Service Act excluded lockmasters from participating in benefits of Superannuation Act, except those appointed previous to 1880; the amount contributed to fund is not to exceed $100,000; will not require above $35,000; Act allows railway to take out of the gross earnings a sum not exceeding that much per year; no system on which a lockmaster can retire, nor of our contributing to his support if a lockmaster contracts hernia or is injured; he has to be kept in the service even if useless; Provident Fund does not and cannot apply to canal employees, but to all government railways, 1201. Require about 700,000 ties a year; engineer of maintenance submits his requisition on that, authority is issued to general manager inviting tenders, if reasonable they are accepted; if not an offer is made for a price less than tender; next year they may be dearer, as prices are advancing very fast; people are substituting steel ties, but they cost too much; last year tenders for coal were called for, but on meeting a representative of the mine a price below the tender price was fixed; difference meant about $100,000 a year on coal only, 1202. Gets coal from all the mines in Nova Scotia and New Brunswick, dividing up according to their capacity; gets about 80,000 tons yearly from Springhill mines, also from the Dominion Company; has had both physical and chemical analyses of the coals and a list of them is kept; the Intercolonial Railway coal is very good; the Intercolonial Company gives us 40,000 tons a year, and the Acadia about 50,000; the Nova Scotia Coal and Steel Company has the best coal, but they would not accept our amended offer; the coal is spread over the line of railway; in making the tenders the mine owners were told they could figure on the coal being hauled at one-quarter cent a ton per mile to place required, and they named the price delivered at places required; about 480,000 tons are used in a year, distributed pro rata, not politically, among the mines, 1203. Coal is inspected at mouth of mine; before the Provident Fund was instituted we lost a good many young men; there is now a much better feeling among the men; the skilled mechanics especially were leaving; the Canadian Northern is rapidly becoming a factor in the railway problem and are grabbing young men where they can; government should restore Superannuation Act if only to hold skilled and well qualified men, 1204. Gradation of classes is undoubtedly a mistake; makes the men in government service work as hard as they ever did for private or public corporations; they are now faithful and good men, a man takes a pride in his work; thinks the government secures service for less money than any private corporation could; oil for lubrication is bought by contract with the Galena Oil Company, 1205. Though for the future it will be a question of holding them up to reduce price; nothing to be gained by tender because they are the only company able to perform the duty; they guarantee that the cost per engine mile, per passenger car mile, per freight car mile shall not exceed a certain maximum; then they charge from month to month the oil at a certain price per gallon; if quantity used exceeds the guarantee it is

BUTLER, M. J.—*Continued.*

refunded to government at end of the year; they send on the railway and keep constantly employed an expert who is educating and training the men to lubricate the cars and engines with the minimum quantity of oil; this company has practically a monopoly of the railway lubrication all over the world; it is subsidiary to Standard Oil Company; they have secured about 95 per cent of the railroads in America; some of the printing is done in maritime provinces; also the railway tickets; the accounts for printing done for government railways are all reviewed by the King's Printer; may say all the printers are kicking against his rates; some are refusing the privilege of allowing us to change our advertisements, claiming that rates fixed for printing in newspaper are too low, 1206. Requires fine judgment in answering letters of the department; some of them are troublesome problems; the whole of the conduct of the work in connection with the Quebec bridge falls under the department; the inspection, approval of the plans, thousands of sheets of drawings, checking of the cost of the work; the auditor audits the accounts, inspecting engineer visits once a month; the Quebec bridge is the greatest bridge in the world by a 100-foot span; it is 100 feet longer than the Forth; in past ten years $24,000,000 have been added to cost of canals; 5,131 miles of railway built; changes in the last nine months have resulted in a larger surplus of earnings over expenses than ever before; it is the most efficient railway in Canada, having the best roadbed and passenger service, at a cost of 50 per cent less than other railways; are not charging the customers of the railway much more than one-half the other railways are; freight rates are lower, passenger rates for short haul are about same, but for long hauls they are lower; and pays as good wages as other railways; are not as many free passes as on any other road; it is hard now to get a free pass on Intercolonial Railway, 1207-1208.

Tables of statistics, 1207-1209-1210.

Memo. *re* departmental work increase as due to: (1 and 2) the Transcontinental and Grand Trunk Railway, entailing examination and approval of plans and specifications, awarding of contracts and appointment of officials; (3) Quebec bridge, involving plan examinations and approval, inspections, reports and payments; (4) awarding of all contracts by order in council; (5) approval by minister of railway route maps, &c.; (6) duplication of all out-going letters for filing purposes; (7) demands for information arising from rapid development of country, 1211.

Memo. of increase of work in legal branch: In 1892 and for some years afterwards all legal work in connection with government railways was done at Moncton or through Department of Justice; since 1900 all this work has been done in law clerk's office of department, the Justice Department acting as legal counsel when asked; with regard to government canals, work done in law clerk's office in 1892 and later was done under supervision and responsibility of Justice Department, since 1900 this work has been done in law clerk's office, the Justice Department acting as legal counsel when asked; since 1900 work in law clerk's office has increased almost fourfold; staff being increased from four to five; since 1901 the law clerk and his assistant act as general solicitors for government railways, legal advisers of the department in all railway legislation both public and private.

Table showing number of letters written in office of deputy minister and chief engineer for one week ending June 4, 1907, 1211-1212.

CALLAGHAN, THOMAS, Montreal Post Office Staff, 893.

Employees in post office are paid twice a month; the gross cheque is drawn by the department and is sent here payable to the order of postmaster and

CALLAGHAN, THOMAS—*Continued.*

assistant postmaster; it is deposited in the bank and we draw on that; the cheque is for the whole month's pay; the departmental regulations are that employees be paid on the 15th and last day of each month; deduction of pay for all absence except statutory leave; at end of each month a pay-list is made and completed, showing exact amount earned and paid; this pay-list duly receipted by each employee is forwarded to the accountant, Post Office Department, Ottawa, and on its return a cheque equal to the amount paid out is returned to this office and is deposited in the bank to cover the following month's disbursements, 894.

CANDLISH, CHARLES WILLIAM, Railway Mail Clerk, Montreal, 914.

With reference to retirement fund, department deducts 5 per cent of our wages; it is our own money and they allow us 5 per cent on it; that is no favour, if one had $100 he could invest it at 6 per cent; would like to see the Pension Act restored, and made to cover those dependent on us, something that would benefit the widow and the orphans as well as the man himself; in the nature of a bank pension, 914.

CARROTHER, A., Clerk, London Post Office, 1021.

Senior third-class clerk, entering in 1882, was twelve years without getting any increase, receives maximum of salary $900; thinks the classes should be abolished and to get a better class of young men to enter should start them at $600 and advance by yearly increases up to $1,200 on passing yearly examination; thinks clerks in the London post office are badly treated in matter of promotion; would refer to case of person who entered in 1872, is said to be one of the best posted clerks on distributing there is in the whole Dominion, yet because he had no political pull he only receives $900; is married and fifty-three years of age; was nearly twenty years without having an increase at all; has ceased paying to superannuation fund, still he is an active and good man yet; he is not able to make ends meet; case of two letter carriers acting as clerks, have passed promotion examination, still are only receiving $600; one of them has been in service twenty-three years, 1021. If Superannuation Act were restored, young men would have more confidence and stay in service; two of our brightest young men left the service; revenue of London would justify a first-class clerk; Hamilton has two first-class clerks, 1022. Would remark that deputy postmaster at London was superannuated, no one in office was promoted to fill vacancy, but a gentleman was transferred from railway mail service at Ottawa; also one clerk was promoted to junior first and six to junior second, but they received no increase of pay, 1025.

CARTER, JAMES, Dead Letter Branch, Toronto, 1032.

Though in charge of dead letter branch in Toronto is still on Ottawa staff; formerly all dead letters went to Ottawa, and later officers were sent from Ottawa to outside cities, five out of eight are on Ottawa pay-list, under control of superintendent of dead letter office; has to open unclaimed letters unless they bear printed address on cover, the different clerks working alternately; is now a junior second-class clerk and thirty-four years in service, 1032. Thinks clerk in charge of office should be a senior second; thinks all the clerks are junior seconds; office hours from 9.30 a.m. to 4.30 p.m.; post offices send their dead letter returns monthly, one clerk opens and returns to writer; these letters are accumulating, about 1,500 going over into next month, 1033. Letters without stamps are very numerous; there are six decentralized offices now; has to attend to public all day also; destroys the

CARTER, JAMES—*Continued.*

unsigned letters and those that contain nothing of monetary value; in view of increased number of dead letters staff should be ameliorated; a young lady on staff in a year or two will receive same salary as chief; position of superintendent which chief clerk should have got was given to a person in the money order branch at Ottawa; would have been pleased if superintendent had come and assumed charge, but he gets the salary and chief clerk does the work, 1034.

CARTER, CAPT. W. H., Delegate of Customs Officers, Port of Quebec, 133.

As chairman of officers, submits memorial; thirty-seven years in service; originally a landing waiter, now surveyor; patronage system should be abolished, 133. There are thirty-seven men on supernumerary list and forty-five on permanent staff; non-permanent not made permanent because not qualified by examination; some old men have been on non-permanent list for fifty years, 134. Revenue in ten years increased three-fold, but list has not doubled; Quebec an expensive place to live in; stays in service because difficult to start out anew; about $4,000 of special grant was distributed in Quebec, 135. Some officers in charge of offices receive less salaries than their assistants, 136. Inequalities of positions and salaries; is of that that salaries depend largely on amount of push and influence; when help is required we notify department; last year Mr. Bain came down, many men were sent to him by the members who had the patronage and he chose good men, 137. Thinks cost of living has increased 50 per cent in last twenty-five years; employees can't make ends meet; very few make anything extra; uniforms supplied, 138. Immigrants are treated with courtesy and consideration by officials, 139. Presents statement of increases of permanent staff, 147.

CASSIDY, P., Fireman, Toronto, 1173.

During last three years three firemen were raised to $55; those receiving $50 were put on same level and got $55, 1173. Are all engaged as painters in summer; there is no distinction between any of the firemen, 1176.

CAUGHEY, R. A., Penitentiary Officer, 559.

Is assistant superintendent of binder twine, salary $800; though salaries were readjusted two years ago according to what were supposed to be the circumstances of the case, yet no official objection was taken by the staff to increase then given, many felt increase was not sufficient, but they accepted it; reason for another increase is based on increase of cost of living; two years ago salary of guards was increased $100, others in proportion, but some received no increase, 559. Kingston is as dear a place to live in as Ottawa; guards have about 10½ hours duty, and in summer 11½ hours; has a uniform for winter and one for summer; no perquisites allowed, 560. We get clothing and shoes at cost price plus 10 per cent, outsiders get them, also through the medium of an officer; was on staff since 1903 as guard, appointed through political friends, 561. There is constant danger of a guard losing his life; there are fifty-seven guards and keepers, eleven on duty at night, rest in daytime; staffs are not shifted; between thirty and thirty-five of the prisoners are insane; was attacked by four men while showing men how to construct a road, 562. There were two other previous attacks; our plea for consideration is based on long hours, the cost of living and danger of occupation; prisoners' occupation on Sundays; about thirty-six guards on duty; warden's clerk looks after letters coming to prisoners, 563. Admits possibility of political influence in appointing guards, the warden yet has power to reject a man who is not suitable; was examined on appointment by an outside doctor; staff

CAUGHEY, R. A.—*Continued.*

has not increased; when guards become permanent they receive $600; some leave service; guards generally live a few blocks away, 564. Has two weeks leave of absence during year, also the guards, so arranged as to leave a sufficient number on staff; still manufacturing binder twine and selling to farmers, most of the shipments in past seasons have been to northwest; do not sell to traders only to farmers and their clubs; this particular department is run to-day at less cost than ten or twelve years ago, 565.

CAVAN, WILLIAM, Deputy Collector, Inland Revenue, Montreal, 336.

Has been in service twenty-six years, 336. Received appointment in 1882 after passing the first Civil Service examination held; entered Customs as a boy in 1877; was in service in Prince Edward Island, Toronto, British Columbia and Montreal; is under Mr. Toupin controlling outside office; has nothing to do with stamps; examines accounts of the people at factories; sometimes comes across an officer who is careless; has nothing to do with balances that remain ostensibly due to department; those balances are on ledgers in office, they are not on the factory books; present salary, after thirty years' service, is $1,700; passed three examinations and has served almost all over Dominion, 337. Visits alone all the factories once a month; goes to any factory he likes; factories never know of approaching visit; looks into the work of each of these offices from beginning to end; accompanies chief inspector on his visits; does same work here every month that chief does on his periodical visits; does not accompany chief outside Montreal; thinks system in factories is very good; men in these factories are good, but some not as efficient as formerly; we have been getting a good class of men in service; one man appointed a short time ago, not accepted yet owing to small salary, 338. Men who have charge of distilleries and practically decide what a distillery should pay receive $1,800; are responsible men, of reliable character and are trained to the work; have not enough of these men, as there are better openings outside, 339.

CHALUS, JOSEPH OLIER, Inspector of Weights and Measures, Montreal, 352.

Has been twenty-nine years in service, 352. Was inspector, then chief inspector; is the head of everything in weights and measures branch; maximum salary of assistants $800; duties of this branch are to visit every place of business where scales, weights or measures are kept for trade, and verify them; attends to scale factories, for no scale or instrument for weighing or measuring can be legally sold unless first verified; attends to importers and manufacturers of these articles; district includes Montreal and suburbs, and sixteen counties outside, all to be attended to by eight men; inspection in country districts every two years; some scales are verified every year, others every two years, but all scales in public elevators and scales used by the railways are verified every year according to law; stores are visited at reasonable times during day, without notice being given; inspector sends in lengthy report of every place visited and everything inspected, a record of all of which is kept at office, 353. Officers are generally well received on their visits; if on a second visit officer finds scales, weights or measures that have not been verified he can remove them and fine owner; government mark on articles inspected is changed every one or two years; fee for inspection is paid at time of visit, giving own certificates bearing stamps representing amount of money received, and money forwarded to Receiver General; Mr. Lawlor besides inspecting Montreal division counts our stamps as well; inspects every six months; revenue is derived from sale of stamps used in checking receipts, 354. Stamps are supplied to inspectors of each division and an account is kept

CHALUS, JOSEPH O.—*Continued.*

with them; they distribute to their assistants and keep an account with them; eleven varieties of stamps; average value amount of stamps on hand; they are kept in fire-proof safe having combination lock; sends in monthly reports of number of stamps on hand and has to produce cash for balance; number of officers in 1896 was nine, in 1906 there are seven, diminution accounted for by having a better system and duties are mastered better than formerly; weights and measures to be verified before leaving factory; friction points on scales, also bearings must be of hardened steel, 355. Those parts are tried with a file; tested 60,000 weights and measures during year; receipts at first sight seem small, price for each weight or measure verified is only five cents; was formerly a notary and zouave; entered service at thirty-two, but worked hard at duties; cannot get a good man in service at salary of $500, 356. A clerk, dying lately, was succeeded by another of fifty-one years of age; formerly a merchant, a respectable, decent man, married; don't see how he can live on that and feed his family; but he expects promotion soon; weights and measures have never really formed a part, have never been scheduled under Civil Service Act; two officers are under Superannuation Act; five or six other officers paid into fund for nine years, they left and had money refunded them; nothing in Civil Service Act to bring in inspectors of weights and measures or gas inspectors, 357. Amount collected in this division; there has been no scale of salaries established for weights and measures branch; became inspector at $1,200, now after twenty-five years is in receipt of $1,600, 358. Petitions have been sent calling attention to small salaries paid to assistants; received an answer, but that is all; one great difficulty is that men are chosen from the ordinary people and given to us as officers, without any practical knowledge of service required; these should be on probation for two or three months under a practical man before entering service; if this were embodied in your report it would be of advantage, 359.

CHAREST, P., Guardian of Immigration, Quebec, 510.

Has been appointed for about five years; is paid $1.50 a day, allowed uniform and cap, is fifty-nine years of age, 510.

CHENIER, ANT., Menuisier à l'Hôtel des Postes, Montréal (lettre), 1150.

Expose qu'il est employé comme menuisier depuis huit années, qu'il est obligé de fournir lui-même les outils nécessaires à son travail, qu'il est le seul menuisier ici relevant du département; que son salaire a toujours été et est encore de $1.75 par jour; que, vu le coût actuel de la vie, ce salaire est beaucoup trop minime; qu'une augmentation de 25 pour cent ne serait que juste et raisonnable, 1150.

CHILLAS, J. P., Assistant Inspector, Post Office, Montreal, 894.

Wishes in memo. to be put on a par with the assistant postmasters of first-class offices; is inspecting nearly all the time and overseeing the clerical work of the office; there are nearly 900 post offices in Montreal division, 300 of which are accounting offices requiring yearly inspection; has to supervise nearly 700 mail services; office in post office block; there is one inspector, two assistant inspectors and nine clerks; reports to Postmaster General at Ottawa, 894. Has to see that mail contractors properly fulfil their duties; new routes are sometimes organized along the railway line; contracts to stage routes where the railways run parallel are not given as a rule; when a new railway is opened the railway mail service branch advises the department; has to induct new postmasters into their offices and teach them their duties; to see that postmasters render their accounts properly, 895. If an office has

CHILLAS, J. P.—*Continued.*

not been inspected for twelve months we are notified and are called to inspect that office as soon as possible; our returns of inspection are sent to Ottawa; must also inquire into complaints, often the work required of us is of a disagreeable nature, requiring knowledge of the duties of the office, prudence is required; has to inquire into cases of delayed, mis-sent or missing matter; Montreal comprises thirty-eight counties, running down to Three Rivers; it includes Three Rivers and St. Maurice counties; began as assistant inspector at $1,200, for six years had yearly increases of $50, afterwards of $100; all inspectors are paid the same in each division, and not on a revenue basis, 896. Assistant postmaster receives $2,000, and would like the same, if he should receive an increase it should be extended to us as our duties are as onerous and responsible; to reach the maximum one should be an employee of some experience; cannot inspect the whole territory in a year; non-accounting offices are inspected when required; there is one inspector and two assistant inspectors to look after 900 post offices and the several mail routes in thirty-eight counties, each receiving travelling expenses only; it it a hardship to go out on inspection under the conditions; was a little perquisite in per diem allowance to make up for wear and tear; in these thirty-eight counties we have to put up at all sorts of places, 897. Travels in winter as in other seasons; it sometimes happens that long journeys have to be taken in the most rigorous seasons of the year; the first step in establishing a post office is taken by the parties interested asking department; that application is referred to inspector, who visits the place, sees if one is necessary and estimates cost, he then reports to department; if petition is granted measures are taken to install new postmaster, instructs him in his duties and organizes its service; applications are made by members, but inspector's report is based on actual facts; in this division 214 post offices have been erected during the last five years; not a large number considering the Montreal postal division is an old one and pretty well settled, 898. The close inspection of the work allotted to us saves money, that is why salary of inspector or assistant inspector should bear some proportion to the work and responsibility attached to our office; takes ten years to reach maximum from $1,200 to $1,800; thinks that superannuation should be based on the higher salary that a man should be paid; does not know of any case where superannuation was on basis of a reduced salary; office is worked by the inspector, assistant inspector with a staff of clerks; the salary of inspectors was at one time $2,000, the same as postmasters at Montreal and Toronto, now inspectors are appointed at $2,000, rising by $50 yearly to $2,600, whereas postmasters at Toronto and Montreal get $4,000 each, 899. Cannot say that inspectors and assistant inspectors are amateurs; makes a comparison between duties and responsibilities now and what they were ten years ago, 900; Mr. Nelligan, an assistant inspector, was superannuated; he has had thirty-eight years of service and receives a superannuation of $1,240; being the average of the last three years' pay on thirty-five years of service; the four temporaries on the staff are recent appointments, two being women; young men of good or fair education are not desirous of entering the service on account of low salary and absence of superannuation; thinks it would be far better if young men were obtained for the service and after their being trained let them see there is something ahead of them; women are not very desirable in our office unless as duly qualified stenographers and typewriters; if superannuation is not re-established would be strongly in favour of a provident fund such as they have in banks; in the event of the maximum of salary being increased, old employees of twenty or thirty years' service should be made to enjoy at once the maximum figure of salary, and not by yearly instalments; points out

CHILLAS, J. P.—*Continued.*

that where this per diem allowance was paid it was most frequently paid after regular official day; it was a matter of very frequent occurrence that after the full official day had been put in, we had to leave the city by some late train to reach our point of visit, and often we had to put in extra work late at night in order to be able to return to our official duties by early morning train; we receive nothing for this long, arduous work, 901.

CIVIL SERVICE.

Appointments.—Present method satisfactory, *O'Halloran,* 67. Inspectors, collectors and preventive officers may be appointed without examination, *McDougald,* 89. If after limited time satisfactory, appointee should be made permanent, *Forsyth,* 139. Application made to Ottawa for officer, *Scott,* 176. Cannot get new boys to enter service at $500, *Boville,* 182. Six months' probation before permanency, *Boville,* 184. Technical officers on probation one year before becoming permanent, *Low,* 229. Vacancies are filled at Ottawa, *McKenna,* 271. On probation for six months and unless very bad retains his position, *Gerald,* 280. In lower grades are not good, they are just ward heelers, *Freeland,* 302. Does not get as good men to enter service as formerly, *Toupin,* 327. Up to required standard, *Frankland,* 391. Salary of $800 to start on, *Cory,* 455. Men must be admitted at a higher scale of salary than at present, *Cory,* 476. On probation, *Newcombe,* 535. Should not receive less than $800, *Gourdeau,* 641. Would approve of special votes for better salary than $500 on first entering, *Coulter,* 779. Are selected from those who have passed the Civil Service examinations, has no power of appointment, *Fraser,* 1282.

Attendance Book.—All without exception sign book which is closed at 10 a.m., *Pope, Joseph,* 46. One in every building and under his direction, *O'Halloran,* 54. All sign attendance books, *Boville,* 186. All, including technical officers, sign, *Low,* 228. Kept and signed, *Pedley,* 253. All sign except chief clerks, *Gerald,* 282. Signed in morning and afternoon, *Cory,* 457. Clerks sign book, *Dawson,* 588. Signed by all, with two or three exceptions, *King,* 635. Every officer in inside service signs, *Fiset,* 703. Both inside and outside employees sign morning, lunch and when leaving, *Gobeil,* 1092. All sign but chief clerks and professional men at heads of branches, *Butler,* 1187. All sign attendance book, *Fraser,* 1290.

Competitive Examinations.—Would not have competitive examinations for the entrance, *Pope, Joseph,* 41. Has no faith in competitive examinations, 53; opposed to them, *O'Halloran,* 67. Do not test the capacity of a man in comparison with graduates of a university—examinations are a farce, *Butler,* 1186.

Deputy Ministers.—In the advancement of clerks, they should have a greater say than at present; would be better for the department and should be well understood by the clerks that the deputy is the man they have to deal with; deputies should be given larger powers with adequate salary, 44. Deputy should be at liberty, in the case of an exceptionally clever young fellow, to start him at $600 or $700, *Pope, Joseph,* 45. Reports on the fitness of clerks after probation, *O'Halloran,* 54. Should have same responsibility in dealing with clerks as manager of bank, *White, R. S.,* 129. Deputy consulted in case of new appointment, *Boville,* 184. In case of filling vacancy or making a promotion, should make a report, *Pedley,* 252. Should recommend clerks for increases, *Newcombe,* 537. Thinks every large department should have an assistant deputy, *Gourdeau,* 644. In most cases consulted in any promotion, *Coulter,* 778.

CIVIL SERVICE—*Continued.*

Entrance Examinations.—In Archives Branch minister insists that all should pass, *O Halloran,* 55. All clerks at Ottawa have passed examination, 85. Appraisers to pass, *McDougald,* 87. None required for Winnipeg Customs office, *Scott,* 176. All clerks must pass Civil Service examination, *Boville,* 182. Tendency to relax, *Boville,* 207. Temporary and junior second class have passed Civil Service examinations, *Pedley,* 250. None required for Indian agents, *Pedley,* 257. None required for deputy collectors and preventive officers, *Freeland,* 297. Junior second and third class clerks must pass examination, *Cory,* 455. No test for appointment in department, *King,* 622. Post Office Department employees have all passed the examinations, *Coulter,* 755. New appointees should pass examinations, *Gobeil,* 1009. Some have passed, others not, *Butler,* 1185. All have passed examinations, *Parmelee,* 1260.

Holidays.—With sanction of minister interprets three weeks holidays as including twenty-one working days; would insist on clerks taking their holidays, *Pope, Joseph,* 45. All clerks get statutory leave of absence for three weeks, 54. During five years in office have not taken the three weeks holidays, *O'Halloran,* 69. Clerks get three weeks holidays, *McDougald,* 86. Statutory leave of absence is three weeks, but an elastic interpretation is given, *Boville,* 186. Clerks get three weeks leave of absence, *Low,* 228. Staff gets three weeks leave of absence, *Pedley,* 253. All get three weeks, *Freeland,* 304. Three weeks leave of absence, *Newcombe,* 538. Clerks and foremen have leave of absence, *Dawson,* 588. Clerks get three weeks leave of absence, *Gourdeau,* 642. Each man gets his three weeks holidays, *Coulter,* 780. Clerks allowed three weeks holidays, except temporaries, *Butler,* 1187. Three weeks, *Parmelee,* 1262. Usually three weeks, *Fraser,* 1288.

Increases.—When probation expires clerks have annual increases; no provision by which special excellence can be rewarded by larger increase, *Pope, Joseph,* 43. No provision is made, for Customs outside, for fixed annual increment, *McLaughlin,* 103. $25,000 distributed in salaries to nearly all within the limits of Montreal, *White, R. S.,* 117. Recommends increases; knows no other way in which salary question can be adjusted, *White, R. S.,* 128. Increases granted by minister, *Smith,* 153. No annual increment in outside Customs, *McCaffry,* 159. For last two years Customs officers in Winnipeg have been getting increases, *Scott,* 176. Thinks it advisable to change practice of annual increase of $50, as in cases it would take six years to reach maximum of class, *Boville,* 184. Men have annual increments and duty pay, *Gerald,* 285. Does not approve of automatic increases, *Newcombe,* 536. Clerks get increases very slowly, *Gourdeau,* 641. All clerks get annual increment of $50, *Fiset,* 703. Thinks increase of $50 a year is no good, should be $100, *Coulter,* 778. Increases to technical and non-technical classes, *Gobeil,* 1099.

Luncheon Hours.—One hour and a half, *Pope, Joseph,* 46. One hour and a quarter, *O'Halloran,* 54. From 12.30 to 2, *Cory,* 457. Practically one hour, *Dawson,* 588. Half get from 12 to 1, rest 1 to 2, *Gourdeau,* 642. From 12 to 1 and 1 to 2, *Fiset,* 703. Always some one left in department lunch hour to give information, *Coulter,* 781. One hour or hour and a half, *Gobeil,* 1091. One hour, but all do not go out at same time, *Fraser,* 1290.

Office Hours.—Agriculture, from 9 to 4, *O'Halloran,* 54. Customs (inside), from 9 to 5, *McDougald,* 86. Finance, from 9 and 10 to 4 and later, *Boville,* 186. Geological Survey, from 9.30 to 4 and 5, *Low,* 228. Indian Affairs, from 9.30 to 4, *Pedley,* 254. Inland Revenue, 9.30 to 4, *Gerald,* 282. Militia, 9 to 5, *Fiset,* 703. Post Office, 9.30 to 4.30, *Coulter,* 781. Privy Council, 10 to 4, *Bennetts,* 1068. Public Works, 9.30 to 4, *Gobeil,* 1092. Railways and Canals,

CIVIL SERVICE—*Continued.*

as long as they are wanted, *Butler,* 1188. Secretary of State Office, open from 9 a.m. till 6, *Pope, Joseph,* 46. Trade and Commerce, 9.30 to 4.30, *Parmelee,* 1262. Auditor General, 9.30 to 4, *Fraser,* 1288.

Permanent Commission.—Necessary to secure and maintain an economical Civil Service, *McKenna,* 275. Appointments made by commission, *Newcombe,* 543. Does not approve of an independent commission governing a department, *Gobeil,* 1099.

Promotion Examinations.—Duties of office papers set by department, others by Civil Service Board, *McDougald,* 85. Recommends an examination on duty of office only, *McLaughlin,* 104. On duties of office and arithmetic, *Boville,* 183. Sets duties of office paper only, *Gerald,* 280. Necessary for advancement, *Cory,* 456. Has examinations and recommends for promotion, *Dawson,* 589. All promoted have passed examinations, *Parmelee,* 1261. His knowledge of what a man can do has greater weight for promotion than examination papers, *Fraser,* 1288.

Superannuation.—Thinks service has suffered greatly since change in law, 46. Sooner the Act is restored to the statute book the better; new appointees feel aggrieved that old officials have superannuation and they have none; thinks system should be improved; advantages of militia pensions, *Pope, Joseph,* 47. Thinks superannuation gives stability to service; would be desirable to restore Act, *O'Halloran,* 55. If restored would add to stability of service, *McDougald,* 87. Recommends that system be re-established, as men would work better if they thought their families were provided for, *McLaughlin,* 108. Time served as temporary or supernumerary should count, *Gobeil,* 115. Urges the revival of superannuation, *White, R. S.,* 130. Thinks retirement fund better than old superannuation, *Forsyth,* 142. Personally likes the idea of the retirement fund, though officers are divided in opinion with regard to superannuation, *Smith,* 156. In favour of continuation of existing retirement fund, only object in superannuation is that person must live to enjoy it, *McCaffry,* 160. Restoration of Act is a necessity, there would not be the same demand for increased remuneration, 207. With nothing but Retirement Act there is nothing to hold employee, 208. Memorandum, *Boville,* 214. Abolition of Act was a mistake, technical men are required and without guarantee of superannuation to look forward to there are continual resignations, 228. Restoration of Act would add to stability of service, *Low,* 229. If government would grant superannuation the men on staff would accept two-thirds the salary they could get outside, *Low,* 234. Under Act, which is susceptible of a good deal of modification for benefit of service, desirable to make Act a Pension Act for others than the recipients; pension should not die with the wage earner, *Pedley,* 255. Efficiency in service requires superannuation, 271. Pension Act with provision for widows and children would attract people and hold them, *McKenna,* 272. Most desirable that Act be retained, it encourages men to work faithfully, *Gerald,* 282. Prefers Superannuation Act to Retirement Act, *Freeland,* 299. If restored would tend to stability of service, *Toupin,* 328. Desirable to re-enact Act, *Frankland,* 391. Abolition helped to destroy stability of service, *Barrett,* 441. Thinks abolition affects the individual prejudicially and does not add to stability of service; cites case, *Cory,* 460. When a man gives best time of his life to service he is entitled to consideration, *Smith,* 522. Thinks reasonable provision for retiring annuities should be made, 539. Abolition of Act a mistake, *Newcombe,* 540. The government is alone in having none, *Dawson,* 588. Thinks that when expert is appointed at middle advanced age proper to add a number of years to his service, *Dawson,* 592. Thinks it an element of stability, *King,* 623. Abolition

CIVIL SERVICE—*Continued.*

not fair to those coming in, government should do as the provincial governments, and give an annuity to widow and family, *Gourdeau,* 643. Suffering greatly from the abolition of Act, *Fiset,* 704. Abolition was a mistake, *White,* 762. Thinks abolition of Act was the greatest blow ever struck at the service, *Coulter,* 784. Feels very strongly on question of superannuation, in that there is no provision for widow and orphan, *Montizambert,* 1076. Abolition was detrimental to service, *Gobeil,* 1094. Would be most valuable to restore Act as a means of dispensing with services of men growing too old or inefficient, *Butler,* 1189. Abolition was not a good move, has kept many out of the service, *Parmelee,* 1262. Abolition one of the biggest mistakes ever made, *Fraser,* 1291. Abolition was a mistake, Act gave stability to service, *Fitzgerald,* 1322.

Suspension.—Has in rare instances been compelled to advise suspension and stop salary, 45. Words in sec. 103 should be eliminated, *Pope, Joseph,* 46. Have had to suspend, without pay during suspension, *Cory,* 456. There are frequent suspensions, but mostly for misconduct, *Coulter,* 780.

Temporary Clerks.—Employed only on his recommendation, *O'Halloran,* 53. None in Customs Department, *McDougald,* 86. Recommends that they be converted into third-class clerkships, *Pedley,* 258. Has a few temporary clerks, *Cory,* 456. Would suggest modification with regard to them, *Newcombe,* 542. All must pass Civil Service examination, also departmental, *Fiset,* 700. Many temporaries who are paid by special vote, *Gobeil,* 1097.

Transfers.—Approves of transfers, *Pope, Joseph,* 44. Collectors of Customs seldom transferred, *McDougald,* 89. Montreal Customs office exchanged a few men with Ottawa, *McLaughlin,* 108. Transfers are made from one department to another with concurrence of each department, *Boville,* 184. Has had transfers, *Cory,* 456. Many transfers, the smaller departments get some of our best men, *Coulter,* 778.

Travelling Expenses.—Inspectors receive only actual, should have larger allowance, *McDougald,* 88. Explorer gets his living allowance, which he accounts for from day to day, *Low,* 231. Inspectors for Department of Indian Affairs receive their actual living and travelling expenses, *Pedley,* 258. Would favour a per diem allowance for inspectors, *McKenna,* 271. Inspectors receive their actual expenses, desirable to allow inspectors a per diem allowance, *Gerald,* 294. Inspectors receive only actual expenses, *Stratton,* 392. Penitentiary inspectors receive only out-of-pocket expenses, *Newcombe,* 538. Every officer on travel asks for an advance, and no further advance is given till previous one is accounted for, *Gourdeau,* 650. Post office inspectors receive actual expenses and are out of pocket, *Coulter,* 782.

Women Clerks.—An inordinate number of women entering the service; three women in department; when women marry they give up their position; the employment of women, with some exceptions, is not desirable, for as a rule women clerks claim the rights of men and the privileges of their own sex as well, *Pope, Joseph,* 42. Nearly all temporary clerks are women, *O'Halloran,* 53. Women employed in signing the new currency, 181. Applications from women for appointment very numerous; women in department are all healthy and of the highest character, 183. Employees in currency branch are encouraged to learn typewriting and shorthand and are sometimes transferred to the general work, *Boville,* 187. More applications from women than from men, 249. Some ladies capable of doing the high-grade work, *Pedley,* 250. The employment of women has closed the avenue for young men, and that we are not training young men for the higher positions, *McKenna,* 270. Women

CIVIL SERVICE—*Continued.*

in the department and there are many applications, it is said that the increased number applying arises from the fact that they are better paid at the beginning, *Gerald,* 293. Third-class clerks, with two exceptions, are women; thinks women should not go past salary of junior second-class clerk; cannot control an office, *Cory,* 454. Thinks remuneration is greater than outside, some are not worth $500, *King,* 627. Disadvantages of having women clerks, *Gourdeau,* 642. For certain branches of work, women are good up to a limited point, *Coulter,* 785. Thinks reason so many enter is on account of salary, men cannot be got, *Butler,* 1186. Many more applications from women than men, *Parmelee,* 1262. Women are steady and reliable, good to a certain point, *Fraser,* 1285.

CIVIL SERVICE ASSOCIATION.

Coates, R. H., Civil Service Association, 1334. Collected prices of commodities; food products in Ottawa have increased from 30 to 50 per cent, other products from 20 to 35 per cent; since 1896 there has been a very rapid tendency upwards and is still going up; thinks advance in England has been still greater, 1334. Arrived at figures in statement by budget method; tried to take into account in framing the budgets in the memo. what proportion the cost of each article bears to a man's total expenditure; in United States they multiply the quotation in each case by total per capita consumption; Dun's Index Number and Index Number of Labour Department of United States arrive very nearly at same result as in memo.; is chairman of sub-committee that prepared the report; the survey in prices as stated only went back ten years; a general advance in prices is a great disadvantage to men on salaries; the memo. described effects only; is graduate of Toronto University; has carefully watched rise in prices, which in the last ten years is about one-third; advance in rentals in Ottawa has been very rapid, say from 30 to 40 per cent in ten years, 1335. From 1892 to 1897 prices did not change materially, it was not a period of industrial or trade expansion or of marked contraction; in the budget of a man of small salary, the food and rent bulk larger proportionately than those of a man on large salary; and as increases in the ten years have been the greatest in these necessary commodities, the man on a small salary has been hit harder than the man on a larger salary; his object has been to avoid leaving the impression that compensation might be found in some direction not referred to, or that there has been any picking or choosing of facts, 1336.

Doyon, J. A., Civil Service Association, Ottawa. Would like as much time as possible to prepare their case; asks if September would do, 1327. Was chairman of classification committee; proposes that technical officers be separated into class by themselves; they are not recognized by the Civil Service, and are labouring under a disability, 1336. Technical officers are appointed because of their qualifications; thinks a man should be employed according to his abilities; service suffers from incompetent extra clerks; sometimes a man of special abilities is wanted who is not to be found in the service and a man of his attainments should command a higher salary, 1337.

Grant, M. D., Civil Service Association, Ottawa. Is in department since 1900; thinks it quite possible to devise a scale whereby each member of public service would receive the old superannuation, and widow would receive 25 per cent of the superannuation, and the daughters, if living, would receive something up to age of 21, 1332. Has examined the pension schemes of the banks, also special government schemes, as Militia Pension Act, and N.W.M.P. Pension Act; has a resumé of Militia Pension Act in which basis

CIVIL SERVICE ASSOCIATION—*Continued.*

of superannuation is one-fiftieth of final salary for each year of service, it makes provision for widows of officers who have completed twenty years' service; provides that the total amount paid to widows and children combined shall not exceed total pension the officer would have been entitled to had he lived; contribution of officer is 5 per cent of his salary; officers do not pay on their allowances; has knowledge of Militia Pension scheme and was consulted regarding I.C.R pension scheme; has studied the schemes on American and English railroads; nearly all the railways in England have pension systems for their employees; the great trouble on the great railroads is that with so many people eligible a deficiency of funds may easily become unmanageable, 1333. It is found that salaries paid are inadequate to hold good men; Mr. Henderson on quitting service received $900 and now receives $6,000 in New York, 1334.

Kingston, A. G., Civil Service Association. Deputation of A. G. Kingston, J. A. Doyon, J. L. Payne, M. D. Grant, Coates, R. H.; association has completed its organization; representing 75 per cent of Civil Service; wishes an interview with Commission within a month; in that time would be representing nine-tenths of Civil Service, 1326. Would be glad to receive suggestions from Commission as to evidence; would like to know how far Commission would receive specific details of proposed amendments to Civil Service Act, 1327. Decided it was inadvisable to make any recommendation with reference to entrance into the service, it being a matter which concerns government alone; gives own recommendation that entrance examination should be higher; is not personally in favour of a competitive examination; thinks it impossible to do away with nomination by political head at present, 1328. Thinks interference with politics does not do so much damage in connection with nominations for appointment as later in each man's official life; on the general principle, that nominations to higher positions should be made from officials in lower positions, the position of a postmastership when vacant, should be filled by clerks from same post office; represents only the inside service resident at Ottawa; believes on general principles there should be as much freedom as possible for interchange of officers between departments as well as between the inside and outside service; that promotions and transfers be awarded on sole ground of merit and fitness as shown by candidate's departmental record, 1329. Knows nothing of duties of mail clerk; want to get rid of what may be called academic examinations on duties of office; promotions as law stands now require recommendation of deputy head; thinks most decidedly that promotions should be made on advice and recommendation of deputy head; majority of association are of opinion that minimum of third-class clerk be left at $500; if capability is shown, advancement is rapid, if not he is advanced slowly; tendency is that more women than men enter the service, 1330. This tendency will eventually be injurious; is not sure this is caused by the lowness of initial salary, but the slowness of advancement in comparison with other walks of life; thinks the obstacle should remain that when an official is to be appointed above minimum of his class a special vote of parliament be asked to sanction appointment, except in case of a man having special technical qualifications; memorial recommends that messengers be made permanent; points out that the appointment of ministers' private secretaries to first-class clerkships has prevented promotion of second-class clerks; therefore some legal means should be provided, when a minister brings into the service his private secretary, he should nominate him at his full salary instead of making him a first-class clerk, with an addition of $600; recommends that men in the outside and inside service be gathered into the service under the regulation of an Act; memo. makes no mention of holidays; might be

CIVIL SERVICE ASSOCIATION—*Continued.*

advisable to give four or five weeks leave of absence to those who work hard night after night in the session; in summer most branches are crowded with work and not much in winter, yet one wants his holidays in the summer, 1331. Attendance book signed twice a day; would lay before Commission the grievance of the staff of the Library of Parliament during session; for past twelve years the sessions have averaged 143 days, and all the staff are compelled to be on duty all the time the House is in session, in addition to the regular hours from 9.30 a.m. till 4 p.m.; would suggest an increase of staff during session by appointing temporary clerks; the staff claim that they put in 718 extra hours in the year without any emolument, 1332.

Payne, J. L., Civil Service Association. Might have case ready about end of June; it requires a great deal of work; and hopes to be able to present a great many features of the case; it is suggested that our representations be carefully drawn up and printed; Mr. Kingston stated the case very mildly; thinks they have from 95 to 98 per cent of entire service actively and actually as members; association has no charter but is purely for their own interest, a voluntary and non-partisan association; arranges interview for June 25 to adjourn to September; hopes to impress Commission with their moderation, and with the absolute backing of entire service, 1327. Asked if Commission objected to the memorial being given to the press, 1332. In writing this memo. careful means were taken to ascertain the judgment of members at large, which was done by means of a system of printed bulletins conveying substance of conclusions arrived at, and receiving after a sufficient lapse of time the judgment of members; the memo. therefore represents the judgment of the service; all grades in service from messengers up are represented, including both sexes; the object is to relieve the Civil Service Act of that rigidity referred to and make it more elastic and businesslike; this is the first time all members of Civil Service have been brought together; and the keynote of association is moderation and accuracy, 1337-8.

Memorial: Composed of members of the so-called 'Inside Service' residing at Ottawa; has 1,784 members representing all departments; association makes its requests founded on moderation and dignity; civil servant practically gives up his life to the service of the country; his training practically unfits him for other employment while rendering him increasingly valuable to the state; loss of position is most serious; his income is stationary, while the income of other citizens has increased with the increased cost of living; under existing conditions, having regard to increased cost of living, he finds the struggle growing harder, 1338. *Promotions.*—Thinks the test examinations for promotion unfair and unjust; it often happens that thus men officially incompetent and undeserving have been advanced, while honest merit and efficiency plodded along without recognition; they therefore recommend that the promotion examination prescribed by clauses 22, 23, 24, 25, 26, 27, 28 and 29 of Civil Service Act, 1882, be abolished; that all promotions in each department be made solely on recommendation of deputy head, and be based on merit and seniority, other things being equal; that deputy ministers prescribe written examination for promotion on duties of office. *Classification.*—Civil Service Act has produced a highly organized service, yet twenty-five years' experience shows it is not perfect; clauses relating to classification might be improved, based on theoretical organization of departments; it has for some years worked an injustice to some civil servants, and unless rectified must continue to do harm in an intensifying degree, 1339. In 1882, staffs were divided from top, three chief clerkships, six first-class clerkships, twelve second-class clerkships, and twenty-four third-class clerkships; with a maximum and minimum rate of remuneration; no class could advance unless

CIVIL SERVICE ASSOCIATION—*Continued.*

vacancy by death or otherwise in a superior class; thus no hope of third-class clerks reaching top; this has happened in Post Office Department; and extra clerks are now in service; recommend (1) clause 6 of Civil Service Act be applied in a more liberal spirit, (2) that it should be possible for every deserving clerk, subject to amendments with respect to promotions, to pass to maximum of a first-class clerkship, (3) would be a great encouragement to increase the number of offices above rank of chief clerkships whenever magnitude or character of the work would justify such a course, (4) that a separate class of professional and technical officers be established, (5) that in some departments certain technical officers are classified as clerks, these should be separated and attached to technical class to which they properly belong, (6) that provision for permanent messengerships be restored, 1340. *Superannuation and Retirement.*—In 1898 provisions of the Act relating to grant of superannuation allowance were made inapplicable to all entrants after date; in lieu thereof Retirement Act was passed in virtue of which 5 per cent deduction from salary of each civil servant was made; said deductions to be accumulated at 4 per cent compounded semi-annually until retirement; in 1906 2,573 civil servants came within its scope, as compared with 2,324 who were then under superannuation funds; at present 50 per cent are primarily affected; it cannot be too soon replaced by a measure in the interests of all; principle of superannuation was abandoned in fact as in name; its substitute is essentially a savings bank provision; efficient employees having no reward before them may retire when they choose; retirement fund is increasing at a relatively slow rate in 1906; in eight and a half years number of members was 2,573, and total amount to their credit was $394,027.52, or $153.14 per member, 1341. Table showing meagre amounts which after long periods of service will fall to rank and file of officials; such meagre accumulations after a lifetime are not sufficient for modern needs; deduction is a forced one; all important civilized governments of world, except one, maintain superannuation system; exception is United States government owing to spoils system; there is a pension system for Militia, N.W.M.P. and I.C.R., why not for other permanent employees also; cost of superannuation system should not be borne by employees alone; a scheme embodying both the pension and provident features would meet their needs, 1342. Declares in favour of a measure securing, on adequate abatements, supplemented by a reasonable contribution by government, (1) a reasonable provision for old age, (2) provision for dependents in event of their death either prior to or within a short time after retirement from service; that civil servants under superannuation fund be given option of coming under new Act; a civil servant contributing to superannuation fund for thirty-five years and has reached sixty years should have privilege of retiring; that temporaries paying superannuation abatements should have years of service included in basis of which superannuation is computed; same privilege to future entrants; association asks (1) limitation of insurance on one life be raised to not less than $5,000, (2) that insurance be extended to female permanents, (3) that section 16 of Civil Service Insurance Act be repealed, (4) temporary employees whose duties are of a permanent nature be allowed policies under Civil Service Insurance Act. *Professional and Technical Officers.*—Be placed on a classified standing; such persons are distinguished from ordinary clerical workers and that recognition be made in accordance with time and means expended in gaining such knowledge; an injustice to others that these should be permitted to remain in ordinary grades, as they obstruct advance of others, 1343. *Temporary Employment.*—About 500 male and 300 female temporaries employed at Ottawa; this class though employed

CIVIL SERVICE ASSOCIATION—*Continued.*

originally to meet the 'temporary pressure of work,' have, owing to increase of public business, been assigned to work of a permanent character, as the list shows; no uniformity in treatment of these employees in the departments; same absence of rule with regard to their salaries; matter is worthy of courageous and prompt treatment; association recommends that extra employees whose work is of a departmental nature should be made permanent, 1344. *Salaries.*—Question is of paramount importance; rest the request for consideration of economic facts than make specific demands; have given much attention to collection of evidence with respect to cost of living; Civil Service Act, 1903, was intended as a remedy for inadequate salaries, yet it fell short of that aim in two respects, as shown in table. *Cost of Living.*—The pronounced advance in general prices in past decade has borne with increasing evidence on all, and is a cause of widespread dissatisfaction, discomfort and embarrassment; association has made a detailed examination of existing conditions, 1345. *Nature and Scope of Investigation* covers relative cost of living in Ottawa during first week in June, 1907, and June 1897, ten years ago; a list is compiled of commodities entering into cost of living, including meat, fish, poultry, provisions, &c., list is not minute; covers rentals, land valuations, building, taxation, &c., &c., wages of labour, education, &c.; association has applied to these statistics a system of 'weighting' by estimating the cost of living at the two periods; ten-year period is taken because advance in prices occurred in that period; the general scale of living by which all are bound has altered greatly since the beginning of present era of prosperity; information was sought from representative storekeepers, real estate agents, physicians, dentists, &c., a full list of whom is given in an appendix B, 1346. Material collected and findings based thereon are set forth under five main heads: *I. Retail Prices.*—Covers all staple articles of consumption, appendix A; table contains comparative quotations for 364 commodities; actual number of quotations given is 633, of which 578 show an increase, 75 show no change and only 10 show a reduction; meats (in detail), 1347. Fish, dairy produce, groceries and other provisions, dry goods, clothing, furs, footwear, house furnishings, 1348. Furniture, kitchen utensils, crockery and glassware, hardware, paints, leather goods, books and stationery, druggists' supplies, jewellery, tobaccos and cigars, sporting goods, fuel and lighting, 1349. *IIa. Rentals.*—Two sources were applied to (1) real estate agents, (2) members of the service who have been householders for ten years; from both sources same result, an increase of from 25 to 36 per cent was shown; table of real estate agents showing comparative rentals in Ottawa, 1897 and 1907; in centre-town increase from 20 to 30 per cent; Sandy Hill about 25 per cent; Glebe from 40 to 50 per cent; New Edinburgh about same, since when about 12 per cent has been added to rentals, 1350. Table giving returns from twenty-one civil servants who have lived in the same house continuously for ten years; average increase shown is 36 per cent; growth of city has caused use of street cars, which means an additional expense of from $50 to $75 a year. *Real Estate and Building.*—Compares relative price of real estate in 1897 and 1907, and cost of building in the respective years; estimated increase in land values is 44 per cent in four years; table of comparative assessments, Ottawa, 1897 and 1907. Building contractors charge 45 per cent more than in 1897. *Taxation.*—Tax rate in 1897 was 2·05, in 1907 it is 2·06½, small increase; table showing taxes paid on residential properties, Ottawa, 1897 and 1907; increased expenditure on taxes from these figures amounts to 29 per cent. *Board and Lodging.*—Board has advanced 20 per cent in last five years, and from 25 to 35 per cent for ten years; board in 1897 from $12 to $15 per month now is $15 to $20; board and room in

CIVIL SERVICE ASSOCIATION—*Continued.*

1897 from $15 to $25 a month now from $20 to $33; table showing prices of board of same quality, Ottawa, 1897 and 1907, 1352. *B. Wages.*—Ordinary clerk is affected by variations in price of wages in two ways, in hiring servants, pay of odd job men and other help; in so doing he pays workman's wages with employer's profit, and secondly is concerned in any rise or fall of wages, when he consumes any commodity where labour has entered; table giving comparative wages in 1897 and 1907 of most important classes of labour in Ottawa has an interest of its own; table shows also how government has found it necessary to advance scale of wages on entering the industrial field; wages of printers at Printing Bureau over 300 in number, are paid rates of wages as in Montreal and Toronto, 1353-1354, 1355. Every class of labour in Ottawa has received a material increase in wages during past ten years, ranging from 20 to 100 per cent; those in the more important classes from 25 to 50 per cent, 1355. Increased rates charged by barbers, cabmen, laundrymen; undertakers have doubled charges; a funeral in 1897 costing $40 now costs $75. *Professional Services.*—Physicians remain about same, but surgeon's fees have doubled; rooms in hospitals have increased in price; dentists increase price of artificial teeth on account of increase of price of platinum in greater use to-day. *Education.*—All teachers' salaries have been increased; this must be met by increased taxation; fees for Collegiate Institute $20 for forms 1, 2 and 3, and $25 for forms 4 and 5, are higher than in any other city or town in Dominion; fees for music, painting, &c., in convents, &c., have advanced 20 per cent, 1356. *C. Interest.*—Was steadily downward towards end of 19th century; now a decided impetus in opposite direction, rate to-day higher than any time since 1894; table giving average rates of interest earned on combined mean invested funds of Canadian life insurance companies for each of the respective years specified. *Insurance.*—Decided increase in life insurance rates, e.g., in 1892 a straight life policy for $1,000 could be purchased at thirty years of age from North American Life Insurance Company for $22.25 per annum, same policy now costs $24.25, 1357. Fire insurance has advanced 70 per cent in down-town property; in central portions remains about same or 65 cents for $100; nearer Hull, since fire, rates have doubled and trebled, 1358. *III. Comparative Budgets* 1897-1907.—With exception of lighting gas, fuel gas and electricity, the great staples of consumption have been upward, rendering situation serious; table giving average weekly expenditures on staple foods, fuel, lighting and rentals for family of five; income $750 a year, 1897-1907, 1358. According to above table, cost of living has advanced about 34·3 per cent; if coal oil is used percentage would be reduced to 32 per cent; if gas is used it would be about 33 per cent; a scale of living at present necessitating $1,800 a year would have been ten years ago $1,400, or an increase of 28 per cent, 1359. Typical expenditures for necessaries by a family of five living on a salary of $1,200 reckoned at 1897 and present prices are given in table; increase is approximately 30 per cent; prices of 1897 left a margin of $22.50 a month for insurance, recreation, education, superannuation, church and other sundries; *these have to be met to-day by reductions on the primary necessaries. IV. Corroborative Evidence.*—Up to this applies to Ottawa alone; throughout Dominion the steady increase in cost of living has been found; in Ontario teachers' salaries were raised 30 per cent; in Quebec the increase is much higher, also Toronto; the most convincing evidence is the adjustment of wages and salaries to new conditions in progress for six or eight years among industrial classes in Canada; every demand for increased pay has been based upon increased cost of living; conditions revealed in table of wages in Ottawa are common to almost every centre of Canada of similar size;

CIVIL SERVICE ASSOCIATION—*Continued.*

Department of Labour states hundreds of increases involving several thousands of employees have gone into effect in the last five years, in 1905 over 130 of such increases took place; municipal employees in every city of Canada had their wages increased during last three years, 1360. Association inquired of general bank managers of Canada as to movement of staff salaries in last ten years, twenty-two answered; a table setting forth in full detail, information received is given in a confidential document to the Commissioners; the percentages of increase of bankers' clerks' salaries range from 10 to 100; that sixteen out of the twenty-two gave bonuses to their staff in addition to their salaries; many of them make special allowances to their staffs of $100 to $300, in larger cities of Ontario and Quebec and in Northwest provinces and British Columbia, to meet greater expenditures in these places; estimated increase in cost of living is from 10 to 20 per cent in small towns and from 25 to 45 per cent in the larger towns and cities. *Prices in United States.*—Much the same as in Canada; quotes findings of Mercantile Agency of R. G. Dun & Co., New York, and United States Department of Labour, Washington, D.C.; of the former, R. G. Dun, the record covers the cost of the same quantity of the same articles on the first day of each month for nine years; under head of breadstuffs are included all grains, meats of all kinds, dairy and garden produce, &c., 1362. Table given showing increase in commodities from January 1, 1898, to January 1, 1907; in other words increase in wholesale prices in United States during nine years was over 34·8 per cent; statistics of Department of Labour, Washington, U.S., are quoted for series of 259 commodities under nine heads; farm products, food, clothing, fuel and light, metals and implements, lumber and building materials, drugs and chemicals, house furnishings and miscellaneous; wholesale prices have increased 29·2 per cent from 1897 to 1905, retail prices increased 27 per cent between same years, 1362. *V. Conclusion.*—The price of nearly every staple commodity has advanced to a degree that will soon cause not only distress, but impaired efficiency in service; it was found that to the man of low salary the increase in cost of living during past ten years has amounted from 30 to 35 per cent, while to the man of higher rank and pay it has been at least from 26 to 30 per cent; better expressed in salary, thus the man receiving $900 in 1897 would require fully $1,200, and the man receiving $1,500 fully $1,900 to live with same degree of comfort in 1907; no sign of change or abatement; prices may be expected not only to remain high, but to show still further advances; while rates of wages are increasing in all directions, yet these phenomena mean hardship and renunciation to the country's servants; association has endeavoured to avoid picking and choosing of facts, but has endeavoured honestly and impartially to find some measure for a condition, the existence of which requires no proof, 1363. *Appendix A.*—Table showing comparative retail prices of staple commodities, Ottawa, Canada, June, 1897 and June, 1907, 1364-1374. *Appendix B.*—List of persons, firms, &c., supplying information, 1375. When before Commission before it was stated the membership in the Civil Service Association numbered 1,780, now it is over 1,900; the association is a point of interest to service, and practically embraces the whole service; Montreal statistics were gathered by the Montreal *Star,* 1376.

Supplementary memorandum *re* cost of living: Since last memo. was presented four months have elapsed; no downward tendency in prices has occurred; but coal, breadstuffs and dairy produce have increased still further; in Montreal as well as Ottawa flour sold in May at $4.35 is now $5.75 a barrel; coal has advanced 60 cents a ton; milk and its products are higher than ever, &c.; wages movement more markedly upward during summer; in railway service 25,000 men had wages raised; in textile trade 10,000; in building

CIVIL SERVICE ASSOCIATION—*Continued.*

trades 8,000; mining industries 7,500; all since June 1; London *Economist* says prices during first half of present year rose 13⅛ per cent, and during the past ten years not less than 56 per cent; association presents two statements, (1) cause most commonly recited for recent rise is the prevailing prosperity of the country, by increasing trade profits and creating a greater demand for necessaries and luxuries; up to the present not one sign of any general reaction has appeared; though agricultural yield is less than in 1906 the farmers' income, as result of a rise of 45 per cent in wheat, will not be impaired; and the falling off in crops has effect of increasing price of breadstuffs, &c.; failure of salmon run in British Columbia has increased price of that article, (2) the long duration and wide distribution of present rise in prices requires some more far-reaching influence than the prevailing prosperity; proper to seek an explanation of any continued rise in prices in an increase of the world's production of gold; more gold will be required to purchase goods, if the value of that metal has shown a decline, 1378. In the decade following discovery of gold in California and Australia the course of prices showed a rise of over 67 per cent; during last decade there is an increase of gold supply double as great as that following the year 1848; table of figures from United States Mint, shows that output of gold, $199,304,000 in 1895, is doubled in 1906, $400,000,000; it is to be noted here that whatever the condition of industry and trade during the next few years, no present diminution in the gold supply is to be looked for; refers to the familiar fact that retail prices follow but slowly in the wake of wholesale commodities and raw material; the situation under which the members of the association are labouring has been some time in gathering and cumulative in its effects; but one avenue of relief is open, viz., an advance in the general scale of income, 1380.

See also memo, of Civil Service Association of Western Canada, 1383.

CLARK, ROSS CUTHBERT, Mail Clerk, Toronto, 1009.

Thinks he has a special case; was appointed 1893 and at end of ten years was to have had a salary of $800; began with $480; has now been in service fourteen years and not got $800 promised; gets now $760; has passed case examination obtaining 99 per cent every time; wrote to controller at Ottawa, he replied saying he did not see how witness was entitled to salary claimed; some men complain at having to work too hard; witness hands in letter in behalf of mail clerks on Toronto, St. Mary's and London railway postal division, 1011.

CLENDINNEN, C. E., Binder, Printing Bureau, 617.

Is secretary of Employees' Association; there are seven or eight employees in bindery who have only received an increase of $1 a week since 1896; they getting then $14 and now $15; these finishers were paid $15 a week in Montreal twenty-five years ago; a finisher is always supposed to get $2 or $3 more than those in any other branch of the trade; in Ottawa they are paid $18, in Toronto $15 to $18 or $20; has been seventeen years in Bureau, at first received $13 and now $15; about forty or forty-five people in the bindery, five of whom are girls feeding ruling machines; the binder takes the book from the girls after it is stitched, glues up the back, rounds the back, puts it in the press and covers it, then goes to the finisher who puts gold work on it, embellishes it on sides and back and letters it; an ordinary binder takes the book as it comes sewed and glues up the back, rounds it, puts the boards on it, presses it, takes it out and puts the leathers on it; finisher should have more pay because he requires more intelligence; he does finer work, just as a job printer does finer work than an ordinary compositor, 617. Got the informa-

ENDINNEN, C. E.—*Continued.*

tion showing the disadvantages under which the women work from the women themselves; they should be allowed to go up in the elevators; does not think there is any other building where the employees are forced to go in and out through the rear entrance; women leave five minutes before the men, 618.

ERMONT, ULDERIC, Inspector's Staff, Montreal, 904.

Under the law the clerks in inspector's office are on same footing as clerks in post office where routine work is done; whereas the former are mostly engaged in correspondence in English and French, have a great deal of difficulty in that work having to deal with Austrians, Italians, Finlanders, &c., the work is of an entirely different nature; thinks the clerks of the two branches should be as distinct as is the work of each; the work of the former is more responsible and complicated, 904. Classification of staff; has been twenty-five years in the service; the work which first and second class clerks do in Toronto and Ottawa is done here in Montreal; witness after twenty-five years' service gets $900 a year; in Quebec there are two senior second-class clerks with $1,200 salary; the classes should be represented in Montreal division as in others; present scale of salary is inadequate to our wants; two have signed this memo., both desire to have the pension fund again; thinks the position of assistant inspector should be filled by promotion of a clerk in department, all things being equal, 905. Thinks the fact of there being three assistant inspectors here is explained by the abolition of the Three Rivers division; Mr. Chillas was there and there were two here, Mr. Nelligan and Mr. Madore, when division was abolished Mr. Chillas was brought here; hence the reason for three inspectors here, 906.

ATS, R. H.—See *Civil Service Association.*

FFEY, JEREMIAH, Montreal Post Office Staff, 887.

Has been twenty-three years in service, and seven months on night work, has to work on Sunday nights; not easy to change off the work from night to day, as distribution at night is different from day; works from 11 p.m. till 7 a.m.; there is often a change in the distribution, e.g., the morning mail is sent by a different route from the afternoon, and the afternoon distribution is different from the night, so that a change of clerk would not be conducive to prompt handling of the mail; would be better all round if duties were changed occasionally; but for a week at a time it would be impossible, on account of change in the various distributions; thinks if men were changed more they would be more efficient; thinks that in a modified form the bank system where the men are continually changed to the advantage of the institution might be applied to public service; that night work is detrimental to the health and opposed to all social and domestic enjoyments; there should be some consideration attached to it, 887-888.

Memo. *re* night workers: That in all trades and conditions of life it is considered that night work being more arduous should be paid for at a higher rate than day work, varying from a quarter additional to double pay; no provision is made for night work in city post offices, though principle is recognized in railway mail service of post office, where night mileage is double day mileage; at beginning when government took over post office scarcely any night work was done, but with the ever increasing number of mails arriving at city post offices at all hours, it was necessary to put more and more employees on night work to give efficient service; one naturally objects to night work; the strain of eyes and brains is much greater than in day; impossible to get necessary rest during the day to repair the wear of the system; all household

COFFEY, JEREMIAH—*Continued.*
arrangements of the night worker must be altered; cannot have meals with his family nor make any social arrangements except at expense of the necessary rest and consequently health; request an additional amount equal to 25 per cent be granted to those whose duties keep them at work from 7 p.m. to 7 a.m. Here follow opinions of medical men on the effect night work has on the general system; effect of electric light on the eyes; effect of continuous work on heart, brain and nerves; on necessary rest and recreation, 889-890-891.

CONROY, JOHN H., Lock 2, Lachine Canal, 1218.
Has been six years at lock 2, with same pay, $45, as on appointment; agrees with memo. presented, has a family of eight and finds it hard to make both ends meet; his salary does not pay his way; was fifteen years with previous employer, 1218. Their work is very laborious, still using the old hand-power; there is often danger in working a windlass; two or three accidents happened at this lock in one season; one man dying, but his family got nothing; they work every day, have no holidays; have to be there on Dominion Day, Labour Day, Victoria Day, 1219. There is no stated pay day, it may be the 9th or 19th, you are never able to say to a creditor 'I will pay you on such a day;' Mr. Morin is paymaster for all canals in province of Quebec; great delay in first pay after being idle five months; thinks they should be supplied with uniform or oil-skins, 1220. Measure was taken for caps with official name on; should also have oil-skins and rubber boots for bad weather; should also get a week's holiday; the men injured were not insured, 1221.

COOKE, Rev. A. W., Chaplain, Kingston Penitentiary (letter), 582.
Agrees with and endorses memo. of Chaplain of Kingston Penitentiary; but it would be a serious mistake to do away with afternoon service; surely two hours out of seven days are not too much to spend in worship of God; speaks with an experience of over twenty years of penitentiary life; there are thirty-two youths under twenty years of age in this prison under his charge; arranges that the seven youngest, one fourteen years of age, should sit together in church, apart from the older criminals; gives a weekly class of religious instruction to these thirty-two youths; intends writing to Minister of Justice that these boys be kept from other prisoners as much as possible, 583.

CORBEIL, JOSEPH ZEPHIRIN, Montreal Customs Staff, 115.
Appraiser, port of Montreal; wishes to speak on superannuation; years served as a supernumerary or temporary should count for superannuation, they do not count now, 115. Have visited Ottawa and offered to pay to fund amount accrued during those eight years as temporary; consideration promised, 116.

CORY, W. W., Deputy Minister of the Interior, 451.
Expenditures last year were over $3,000,000, and revenue $1,800,000; 150 clerks charged to civil government; about 590 clerks; salary $3,700; $4,000 is maximum; has been in service since 1901, was previously in Attorney General's Department in Manitoba; have about eight chief clerks, 451. Mr. Stewart has left service, receiving better salary outside; a custom now quite common; Mr. Ryley was land commissioner, but left service, his salary was $2,700, he now receives $5,000; Mr. Deville is surveyor general for last twenty-three years, 452. Entered department at Ottawa in 1885; receives a poor salary; Dr. King is chief astronomer, was boundary commissioner and is now engaged in the delimitation of international boundary line between Canada and United States; Dr. Klotz also assisted Dr. King; but he went to Australia in connection with some scientific work; Mr. White prepares all

CORY, W. W.—*Continued.*

the maps for the departments, would be impossible to have one bureau under his direction unless staff were largely increased; other departments use his plates; department is far better equipped than any other for getting out maps; does not think we have enough clerks in inside service, we have seventeen first-class clerks, 453. Twenty-five second-class clerks, forty-seven junior second-class clerks, twenty-nine third-class clerks, and seven temporary clerks; third-class clerks with two exceptions are all women, cannot get a desirable man to enter as third-class at $500; many hundreds of applications from women, quite willing to enter at $500; thinks women should not go past salary of a junior second-class clerk; there are some able women, but when one arrives at the top of second-class she is performing the limit a woman should do; could not get them to control an office, 454. For a salary of $1,000 you could get a bright young man with hope and chance of promotion, not so with girls, they do not take the same interest; finds that women do not give as useful service as men; if it were possible to appoint at $600 or $650 it might stop pressure of junior second-class clerks, but where you have a desirable young man a salary of $800 is little enough to start him on; if more help is needed, the branch concerned reports, inquiry is made and another clerk is supplied, many are put on without political recommendation; to become a junior second-class or third-class clerk they must pass the examination; finds that women claim privileges of their sex and the benefits extended to men, 455. They then pass a promotion examination on 'duties of office,' but generally the ordinary promotion examination; the head of the department has to select or reject; have had a few transfers; have had to suspend clerks, who would lose pay during suspension; have a few temporary clerks; all have three weeks leave of absence, and special sick leave on a medical certificate; has never had leave since he has been in department, 456. Attendance books signed in morning and afternoon; luncheon hours are from 12.30 to 2 o'clock, and department is closed, but department is always open to public one way or another; the records fifteen years ago were in a dangerous and unprotected state, but now the survey records are all down in the Woods Building, Slater street; cannot get one building for all, 457. To control these departments there are chief clerks and telephonic communication; all letters from various branches have to be signed by Mr. Keyes, they are brought by one messenger and taken back by another; secretary's signature is quite formal; the chief clerk is responsible for his initials on each letter from his branch; personally signs letters to ministers, members, &c.; health of clerks suffer from overcrowding; department is not overmanned, 458. Statement of increase in work also of staff since 1900; no unnecessary work done, have a very careful system of registration; receives every week a report from every branch as to work done; increased immigration gives increased work; thinks there should be classification clerks, 459. Quite impossible in a department to get every man at the work of his class; promotion is not quick enough; is not under Superannuation Act; thinks abolition of that Act affects the individual, and does not add to stability of service; something in the nature of a pension is desirable; a system of pensions for the militia has been adopted, 460. Also for Northwest Mounted Police, and officials on Intercolonial Railway; there are about 400 people in outside service here in Ottawa charged to other votes; school lands are set apart as an endowment to the schools in Manitoba, Saskatchewan and Alberta; these lands are not given away but are held by the Dominion; sold by publication; interest of the school lands' fund goes to provinces; inspectors value these lands; minimum price is $7 an acre; they may value at $5,000 if conditions justify it; sold openly and provinces get the interest on the moneys realized; federal govern-

CORY, W. W.—*Continued.*

ment acts as trustee and the cost of administrating the lands is charged up *pro rata* against the three provinces, 461. Superintendent of immigration is a cautious man; bonuses are given in the case of British people and certain in continental countries; somebody has charge of immigrant from his arrival till he is settled upon the land; foreign arrivals are in charge of people who speak their language; some travelling agents were dismissed for making improper charges on the immigrants; many of these agents are old railway men familiar with travelling; they get nothing but actual and necessary travelling expenses; officers should have a per diem allowance while travelling, 462. Kept constantly on the move; a detention hospital is one where immigrants are detained while temporarily disabled; quarantine station at Grosse Isle merely for small-pox; Dr. Page is officer at Quebec, and has three assistants; they have passed as many as 5,000 immigrants a day; first of all the second-cabin passengers are examined on steamship; third-class passengers are brought into a large room and pass before the inspectors and treated as the others; if suffering from disease he is taken to detention hospital and transportation company pays cost of treatment; if inspectors suspect immigrant is suffering from tuberculosis they ask him to step aside, 463. There are three inspectors, and immigrants pass along quickly, many not requiring minute inspection; inspection of immigrants is handled through Department of Labour in the States; every one entering in at United States ports is charged $2 a head; Canada charges nothing; United States used to levy $1 a head on people coming from Canada, but not now; there is a large expenditure in immigration service for printing pamphlets and leaflets, 464. Printing is done by independent firms quicker than at Bureau; newspapers get a certain amount of patronage; $90,000 last year was spent in United States; Rand & McNally, and Lord & Thomas do work that cannot be done in Canada; they have a very nice wall map which they frame for us and get out for possibly fifty cents each, this would cost in Canada five times as much, 465. The maps published in the United States are the maps the people want, they attract peoples' attention; our maps are up-to-date and turned out at lowest rate; $30,000 went to Streets, in London, for newspaper advertising; department advertises through Lord & Thomas in the United States; but in Canada advertising is done direct with the newspapers; have travelling agents and caretakers and interpreters, they wear a cap with a distinctive mark on it; part of staff in Dominion astronomical observatory are on civil list, rest on list of extra employees; some of our surveyors receive salaries, others go out under contract, 466. When they come back they present their returns; when men go out on surveys they are given letters of credit; surveyors are sent out every spring and return about 1st of December; personal bonds are given; would favour bonds in a guarantee company; land grant to an immigrant is at present 160 acres, but he must become a British subject before he receives his patent; people from United States must become naturalized, 467. Any one can take up land, occupy it, and continue to perform his homestead duties, but to get his patent he must be naturalized; additional land must be acquired from somebody else, it cannot be bought from government; lands are sometimes held for children in their eighteenth year, so they remain near their parents; a man with three or four sons over eighteen years of age may take up the four quarters of an even section, if they are available; they can live with parent and do their duties; under the Irrigation Act of 1898 where a man will undertake to bring water on semi-arid land and irrigate a fourth of it, he can buy the land at $3 an acre, he must irrigate at least 25 per cent of the land he requires; a surveyor wishing a contract applies to surveyor general, who reports to department how many contractors

he requires, and out of list of surveyors it selects the men the surveyor general thinks most suitable for work; if two men are equally qualified, the one recommended is usually employed, 468. Department selects land to be surveyed; he has to send in a monthly report of work actually done; he cannot go outside of lands in contract; work done outside of contract is not paid for; 10 per cent of contract is always kept back till work is completed and plan accepted by surveyor general; country is classified into prairie land, hilly country and heavily wooded country; department knows the kind of country and inspectors go round to see if work is done; process of selling timber limits; the one paying the highest bonus in cash gets the timber berth; to avoid abuses by speculators no one can get more than 50 miles at a time; if you refuse to put up any more timber limits, the people who bought the lumber berth simply have gold mines, they control the output of lumber locally; the settlers themselves would be the first to cry out if you refused to put up any more timber at competition; the land is not sold, only the timber on it; a ground rental is charged and so much a thousand feet, and buyer pays us a bonus over and above settled charges; every one knows what the specific charges are; stumpage is the rate per thousand paid on manufactured article, 469. They make sworn returns and inspectors go around and check up their books; they have no right to the land, any one can go on these lands and prospect for minerals; once timber is removed department can open it up for homestead; right to cut timber is for a year, but is renewable generally until timber is removed; department has the right to confiscate the timber if not renewed every year; there are what are called forest reserves, fire rangers look after them; every farthing that comes from sale of timber goes immediately to Receiver General; department does not go out and estimate timber on the berths, nor guarantees that there is a stick of timber on them; department does not put up timber in out-of-the-way places; an advertisement is issued by the King's Printer; the bidders are largely independent; buyers may possibly make a pool and get the timber for a mere nothing, but that was done when lands were sold at public auction; would be too expensive to send an officer out and put a solid value upon it, for our lands are separated and scattered, 470. There are hundreds of reckless speculators who buy berths they have never seen; every precaution is taken to get for public treasury the full value of limits sold; always sold to highest bidder; there is no limit of price for it is not known whether there is a sliver of timber on the land; timber areas are not in surveyed areas; in the northwestern country timber is not of a valuable character; in British Columbia the timber is more valuable; people who made fortunes out in British Columbia in lumber got their purchase money somewhere, because you cannot buy lumber for nothing; there is a lithographic office in connection with surveyor general's branch, and one at Bureau; would not be practicable to amalgamate nor put it under geographical branch, 471. Department takes bonds with guarantee companies for agents and sub-agents, also for agents who handle money in the Yukon and in assay office at Vancouver; these companies are either British or Canadian, no American ones at all; the annual premium is as low as 30 cents a thousand; government pays the premium; except in Macleod sub-agency there have been no defaulters lately; have an absolute system of check on returns, 472. Expenditure on Dominion lands is divided into capital and income; staff in Yukon is being reduced very materially; living allowances were revised two years ago, formerly they were $150 a month, now $125 for a married man and $100 for a single man; many people in Yukon break down from nervous

CORY, W. W.—*Continued.*

trouble; officials have no travelling allowance now, if a man has not been out of Yukon for three years he is entitled to nine weeks' holidays with pay, 473. Have still a partial supervision over affairs of Yukon Local Council; government there consists of six appointed members and five elected; population is decreasing, production of gold also; there was a practice up there of using revenue to meet contingencies of office, that was stopped; gross receipts of agents are deposited in bank, and drafts are made for expenses; thinks all the people in outside service in Ottawa should be included in department subject to Civil Service Act; and that all could very well be brought under the present classification, 474. Does not consider there is much pressure to appoint people to positions; when a clerk is wanted a number of those recommended are called up, their experience and educational attainments asked for, and then the selection is made; political appointments are not always the best nor are scholarly attainments either; a political appointment often turns out to be an excellent official; examinations are not conclusive; if there was a strict period of probation and applicants were accepted or rejected on their merits, it would change conditions, 475. Has frequently dispensed with services of unsatisfactory clerks, and once removed they are never taken back; though the ministers are from west we have not had a dozen western men appointed to department here; thinks the staff is very efficient; the great difficulty hereafter will be getting men to take the place of those who must necessarily disappear in a short time; so many women have come in that we have not got efficient and well qualified men to take the higher positions; men must be admitted at a higher scale of salary than at present, 476. There are not enough first-class clerks, second-class clerks or chiefs; other departments object to transfers of their clerks to overcome the difficulty; the greatest difficulty is with technical officers, the surveyor general loses twenty or thirty men a year, after they have passed their examinations, some railway company or corporation offers them twice the salary and they go; would be better if one had the power to give a valuable man a considerable increase of salary; government cannot compete with these outside corporations in matters of salary, 477.

Transmits statements in detail showing the number of officials employed in this department at Ottawa, and the sums paid to each for fiscal years ending June 30, 1892, and June 30, 1906, respectively, 478-491.

COULTER, Dr. R. M., Deputy Postmaster General, 773.

Has been Deputy Postmaster General since 1897; had on June 30, 1906, at headquarters, including temporaries, 366 employees, as against 269 on June 30, 1892; post offices in same period increased from 8,200 to 11,100; letters ran up from 102,000,000 to 323,000,000; the revenue increased from $2,600,000 to $6,000,000; expenditure from $3,300,000 to $4,900,000; rate reduced from three to two cents; in United States they have a deficit of $16,000,000; Money orders sent abroad have increased from $919,000 to $2,178,000; money orders issued have run from $13,000,000 to $37,000,000; money orders paid from $12,000,000 to $22,000,000; total business of money orders from $25,000,000 to $70,000,000; is giving a service now as far as Fort Macpherson, but it does not pay, nor does the Yukon, 773. Uniforms include great coats, boots and caps; two each year, one for summer and one for winter; stamps issued run from 151,000,000 in 1892, to 387,000,000 in 1906; altogether there are about 2,300 employees, or nearly one-third of the Civil Service; has a salary of $4,000; has been to postal conferences held in Rome and Washington; has had no holidays for ten years, 774. All employees have passed the Civil Service examinations; as far as his experience in department goes, any

viciousness in patronage, if such exists, has been modified by the character of the ministers of the department; has never had a man appointed that he did not approve of or whom the departmental officers reported as unfit; under present conditions where prizes outside are greater than inside, men are not inclined to enter the service, and there is an increasing difficulty in procuring men of the right calibre; would not make a man a first-class clerk unless he considered he could take charge of other men and plan and direct work of his branch, 775. Every clerk comes in on probation, if found incapable is unhesitatingly dismissed; age limit is thirty-five; it is no career for a young man; they begin at a salary of $500, with yearly increase of $50; the difference between a controller of the railway mail service and a superintendent of railway mail service, 776. The latter must always be promoted from service; the controller must be in the service, but not necessarily in the railway mail service; his salary is $2,500; postmasters and post office inspectors are often politically appointed, but there have been very few under the present minister and his predecessor also; new postmaster at Kingston, was a successful business man and certainly shows signs of making a good postmaster; thinks inspectors should be made a matter of promotion solely; in the last ten years has lost nine or ten first-class clerks who would not stay in the service; in the west in the outside service we are losing good men constantly, 777. Though the Act gives minister power to promote or reject, yet the experience is that in most cases the deputy is consulted in any promotion; there are a good many transfers in department; the smaller departments get some of our best men; thinks the increase of $50 a year is no good to any man; it should be $100 a year till it reaches $700 or $800; has sometimes stopped a man's increase and reduced a promotion, 778. Would approve of getting special votes for a better salary than $500 on first entering; custom is to make increases on the first of each quarter; all absentees in both inside and outside services are reported, and deductions from pay are strictly exacted if absences cannot be accounted for; presumes all appointments are made through patronage, but no one is taken on unless there is work for him, 779. Each man gets his three weeks' holidays; thinks the holidays are given for the benefit of the department; there are frequent suspensions, but mostly for personal misconduct; once in the department political considerations are excluded altogether, as our records show; after suspension, firmness and kindness reform a man; no dismissals for political reasons, except a few small postmasters; salary of postmaster often depends on revenue; there is an attendance book in each department, 780. The chief clerk sees that every one is at work, the conduct of the staff is very creditable; it is a working department and has to be; office hours from 9.30 to 4.30 p.m.; there is always some one left in department at lunch hour to give information; many of the men work ten or twelve hours a day ; salaries of inspectors and their assistants increase $50 a year for six years, and $100 afterwards to maximum; inspectors when travelling receive actual expenses; English system of a little less salary and more travelling expenses was good, but their lower salaries are a little better than our best; safe to say an inspector is $300 out of pocket, 781. The old system of a per diem allowance was abused, but thinks it possible to devise a scheme that would not admit of abuse; railway mail clerks receive $400 and mileage, half a cent a mile for every mile travelled in the car, and an additional half cent for every mile travelled between 8 p.m. to 8 a.m.; you can trace a registered letter from the time you get a receipt to the time the person to whom it is addressed receives it; a senior railway mail clerk travelling on a train gets $1,200 and an average mileage of $300 or $400;

COULTER, Dr. R. M.—*Continued.*

these railway mail clerks have about the same nervous wear and tear as the railway conductor, 782. Has found it to work well to change a clerk in the office to go on road and vice versa; thinks if assistant postmasters in smaller offices are overpaid yet in large offices where the responsibility is much greater the work much more arduous, hours longer are receiving same pay; if these men in the larger offices are not underpaid then most decidedly men in the smaller offices who are getting the same amount are overpaid; absurd that assistant postmasters of Montreal, Toronto and Winnipeg be paid the same as assistant postmasters of the smaller offices; patronage is used to get a person appointed, but once in all promotions are made on seniority and merit, and stops further pressure; a junior clerk in a city post office can go up to $1,200, coming in at $400 as a fourth-class clerk, by annual increases of $50, reaches maximum of his class $700; is then promoted to class above with same increases to $800; then to class above $1,200, 783. First-class clerks are men put in charge of their employees, who plan and carry out the work; many men of merit are rapidly promoted; in railway mail service no distinction now between first, second and third class clerks; an inspector of a division of five or six counties and his assistant is promoted from the office; the employees of department are not out of proportion to increase of work; all are hard at work all the time; thinks abolition of superannuation was the greatest blow ever struck at the service; may say that to-day we have men who are helping to carry the burden of the department on their shoulders, men with ability, whom we could not afford to lose, and the only reason we are able to hold them is that they are on superannuation list; new officers coming in go out immediately on receiving better positions outside; thinks superannuation should be restored; all our officers are in same building except savings bank branch and the dead letter office, which are in the city post office building, 784. Does not get so many desirable men in service now as formerly; men and women work together; for certain branches of our work women are good up to a limited point; they require the privileges of their sex and you have to give them to them; letter carriers enter at $1.25 a day for a month, then $1.50, after two years $1.75, after two more $2, after two more $2.25; then they are allowed two or three weeks in addition with a bonus of $20 at the end of year, if regular and efficient; they get tips and Christmas boxes from public, though it is against the rule; qualifications are ability to read and write and work smartly; after eight years' service they get $726 a year; thinks it would be well to start them at $1.75; if letter carrier shows ability he has a chance of being appointed a clerk; pay is same in every city, 785. Packers and sorters start at same pay as letter carriers, but have no uniform; system of letter carriers is extending to all towns of 12,000 people and $20,000 of revenue; in smaller towns postmasters are allowed 40 per cent of revenue and they engage their own staff; the revenue and business done decide when a post office becomes a city post office; Pontiac, owing to contiguity of territory is under supervision of inspector of Ottawa district; there is a check on stationery supplies; there is an official called controller of postal stores and has a regularly organized staff watching the prices of everything, 786. Does not know whether stores, more than general accounts, are ever audited by Auditor General; stock taking is done yearly; formerly hundreds of thousands of depositors' pass books were unprotected, but now there are sheet metal casings for all our records; the books are kept in a fire-proof vault running from top to bottom of building, and are absolutely safe; though it would be convenient to have all mapping done in one department, yet in this department everything is wanted in a hurry and therefore would like to keep everything in our own hands, other-

COULTER, Dr. R. M.—*Continued.*

wise they may cause us great delay; would not object if the work could be done as soon as it is wanted, 787.

Statement showing number of employees in Post Office Department, inside service, on June 30, 1892 and 1906, divided into classes, and total amount of salary paid, 769. Money order transactions; orders issued 1892, 1906; orders paid 1892, 1906; Post Office Savings Banks, 1892, 1906, 770. *Postal Stores.*—Receipt and issue of articles of postal stores for fiscal years ended June 30, 1892, and June 30, 1906, 771. *Postage Stamps.*—Statement showing number of mail services on stage routes, and cost thereof, in existence on June 30, 1892, and June 30, 1906; statement for Civil Service Commission *re* mail service by railway and water, 772.

COUSINEAU, PHILODELPH, Electricien, Lachine (lettre), 1239.

Travaille au canal de Lachine aux reparations et entretien de la ligne électrique et souvent comme lampiste; il ne reçoit que $45 par mois; les autres lampistes recoivent une allocation de $10 par mois; que depuis 1er mai il a agit comme lampiste sans allocation pour ses dépenses de transport; il demande $10 comme les autres; aussi comme lampiste il travaille les dimanches, desirant une allocation raisonable pour ces jours, 1239.

CRATE, A. E., Stamper and Sorter, Toronto Post Office, 1014, 1019.

Some of staff have worked for a number of years at night, and think they should receive higher pay for their work, and that a man working at night should not be worked as long as he would in the day, 1014. Wishes to recommend that number of classes be reduced to three; there is a difficulty that in any one of these present classes promotion can be deferred an indefinite time, as there are so many subdivisions, or stopping places that you cannot get past them; the clerks also want an equitable system of promotion based on qualified seniority; implies that at present there is an inequitable system, there is too much room for a person to be overlooked; there are a good many men in favour of restoration of Superannuation Act; the main request, however, is an increase of salary, 1019.

CREIGHTON, D., Assistant Receiver General, Toronto (letter), 221.

Since May 10, 1895, bank agencies in Ontario have increased from 264 in 1895, to 788 in December, 1906, now almost 1,000; from May 10, 1896, to May 10, 1907, increase of business in office has been as follows: New one and two dollar notes received from Ottawa, 1895-6, $1,205,000; in 1906-7, $5,638,000; total increase of business of office is from $12,840,293 in 1896 to $68,050,737 in 1907, 221. Toronto feels the increased cost of living more than any other place; remuneration in an office like this should be on a scale commensurate with the importance of the business transacted, and the great responsibility of handling large sums of money; officer in charge and those associated with him should be paid on a scale at least equal to the main office of our leading banks, 222.

CUSTOMS, DEPARTMENT OF.—See *McDougald,* 83.

Montreal Officials.—Corbeil, 115. Drysdale, 114. McLaughlin, 102. St. Laurent, 131. White, 117.

Quebec Officials.—Beaudet, 146. Belleau, 146. Carter, 133. Faguy, 151. Forsyth, 139. Gray, 152. Hamel, 147. Langlois, 148. Pageau, 150. St. Amant, 144.

Toronto Officials.—McCaffry, 158. Patterson, 161. Westman, 168.

Windsor, Ont.—Smith, 152.

Winnipeg, Man.—Scott, 175.

Memorials, &c., 111, 145, 163, 165, 169, 172, 173.

DAOUST, JOSEPH A., Asst., Weights and Measures, Montreal, 360.

Twenty-seven years in service, sixty-two years of age; appointed as assistant inspector at $500, 359. Now receiving $800; this is highest salary of an assistant in Montreal; hours of service 9.30 to 4.30 and often later; has worked every day in the week for twenty-one years with no increase in salary; his net salary is $65 per month; has seven of a family; out-door work being good for his health; pays $18 per month for rent, formerly $13; has lived in same house for twenty-five years and has been notified to pay $20 next year; is obliged to economize and sometimes has not much heart to live, has one son earning money, 360. Was a lawyer before entering service, but was sickly and doctor ordered travel; first appointed to inspect Terrebonne division, remained eight months, then sent to Montreal; work is healthy, having to move about inspecting factories; head office on St. Gabriel street; a petition concerning small salaries was sent to Mr. Templeman, also to Mr. Brodeur; collectively a petition was sent to Mr. Brodeur and also to Mr. Bernier; some years ago collectively a petition was sent to Mr. Bernier, 361.

DAVID T., Guardian at Lachine Canal (letter), 1237.

Is guardian of the electrical station of Mill street, on Lachine canal; has served over one year at $55 a month, including Sundays; the ever increasing cost of living is a reason for an increase of pay; also for the employees in his department, 1237.

DAVIES, F. W., Stamper and Sorter, Toronto, Post Office, 1019.

Does not think a 25 per cent increase for lower grades is sufficient, it being smaller in proportion than 15 per cent in case of first-class clerks; recommends grade system; there are six stampers and sorters; recommends that $600 be minimum on starting; that married men, after three years, should receive $800; they are steadier than single men who easily get mad and go; the expenses of a married man are much greater and therefore likelier to stay; would recommend when a clerk can establish to satisfaction of postmaster that he is in actual need of same he should be given privilege of drawing on retirement fund to the extent of two-thirds of amount to his credit, thereby saving interest on borrowing from outsiders; certain clause in Civil Service Act is the cause of so much unjust promotion and favouritism; under it the authorities can practically do anything they like, they can suit themselves, 1020.

DAWSON, Dr. S. E., C.M.G., King's Printer, 585.

Has been King's Printer since November, 1891; since then staff has increased from fifty-one to fifty-eight, and expenditure from $42,000 to about $60,000 in salaries; amount of business done has doubled from $574,000 to $1,107,000, while I.C.R. work is about $80,000; receives salary of $4,000; there are three chief clerks, one first-class clerk, fourteen second-class, eleven junior seconds, messengers and one caretaker; eight temporaries who are either technical officers or have passed the Civil Service examination; the technical men were needed, 585. Needs a greater number of packers than are usually found in the service, for nearly all the distribution for government is done here; there are 509 operatives in manufacturing department; thinks there is unnecessary printing done, e.g., reports are too bulky, much printing ordered by the House over which he has no control; there are eight *Hansards* printed, three for House of Commons and five for Senate, English and French; of the 509 employees 124 are women, who are employed in the bindery, folding and stitching, sewing blank books, collecting of books, perforating, paging and gathering; can get as many printers as he wants; most of the patronage

DAWSON, Dr. S. E.—*Continued.*

comes from the local members and political institutions, 586. When employees come in they remain there permanently, and it is only the vacancies that the patronage touches, as they think they should be consulted; operatives are paid the highest rate current in the market; the day's work consists of eight hours; they are really paid by the hour; during session there are not more men, but they work night and day and extra hours, have no room to put more men on, as room is limited, men have to work extra hours for which they are paid an extra percentage; when session is over and reports brought down the staff is not reduced, for the amount of work is greater than the staff can compass, the overflow goes outside, 587. But there is not the same drive, the extra hours and night work are stopped and less work goes outside; there has not been a lay-off in the Bureau for eight years; staff is practically constant; clerks and foremen have leave of absence; has to sign a statement that all the hours have been served; there is a check-taker who takes all the time of the operators, but clerks sign attendance book; lunch time is practically one hour; Superannuation Act does not apply after 1895; has always a difficulty in getting capable men, often has to take a raw, untrained youth and put him in the lowest place; the abolition of Superannuation Act has been mischievous to the Civil Service, it prevents bringing in men of capacity, since there is no provision made for their retirement; all nations in Europe are striving to bring into operation old age pension systems, all large institutions are instituting superannuation funds, the government of Canada is almost alone in having none; does not see how they are going to keep up service at all; some of the operatives were suspended either for drunkenness or leaving work too soon, but there is a tendency to get reinstated, 588. Has promotion examinations, and the King's Printer recommends the promotion; the grades in the department are each doing their proper work; operatives do not claim annual increments in salaries, they get operative prices; they have increased from $12 a week in 1892 to $15 in 1906; thinks the increased cost of living a valid reason for increase of pay, 589. There is more luxury and you cannot leave the labouring class behind; they are entitled to a certain proportion of general advancement of comfort and luxury; does not think the increase of wages from $12 a week to $15 an extravagant increase; thinks that if government returned to old system of contract the work would not be done better, cheaper, or quicker; thinks the average printer is necessarily a man of superior intelligence; would have to about double the Bureau in size to put in a lithographing establishment to cover all government needs; thinks it would be conducive to economy and efficiency if all the officers engaged in mapping were gathered together, 590. That is done at Southampton in England; the Bureau has nothing to do with the printing of stamps or currency; it is done through the American Bank Note Agency; all bills for work done outside pass through the Bureau audit; the supplies of stationery are got from manufacturer in every instance; most is made in the country, but a good deal comes from England and United States; the printing paper is all made in this country; when importing the duty is paid now, but not formerly; prefers to buy Canadian paper when it can be got; they are making very good paper in Canada; if a department says it needs English paper of a particular kind it is bought; high-class papers now used most extensively in the service are made by Canadian mills, 591. High-class writing papers are not mixed with wood pulp, but printing papers are; wood pulp has superseded rags, for it is much cheaper; the paper lasts long if pulp is boiled by the soda or sulphite process, thoroughly cooked and cleaned; if of ground wood it is rejected at Bureau; manuscript is returned with proofs to department sending it; records of copy coming in

DAWSON, DR. S. E.—*Continued.*

and when printing went out are kept at Bureau; offices are more fire-proof than formerly, nearly all the wooden shelves are replaced by steel shelving; stores are audited annually by the Auditor General; feels very strongly the necessity of a retiring allowance; thinks when an expert is appointed at middle or advanced age it is quite proper to add a number of years to his service; points out that when a man passes thirty or forty years of age and is brought into government service as an expert, it is right as it is allowable on his retiring to add ten years to his service; the question of patronage is a trouble at the bottom of the Civil Service; another difficulty met with lately is that a temporary clerk cannot rank as second-class no matter how capable he is; he must begin at bottom on $500 a year; this is wrong; would prefer the clerk to come in at the salary he is getting, 592. Has a case before him of a man who cannot be promoted without being examined, he cannot be examined because he has not been promoted, cannot examine him because he is not in Civil Service, cannot put him in Civil Service because he has not been examined; the man is an exceedingly capable man; necessary now to take youths into the service; cannot get the right kind of person to come in at $500; would like to have an examination of all operatives coming into Bureau; compositors to be examined by practical men, binders by the foreman and other experts; this would obviate a good deal of mischief from political patronage; memo. showing number of staff, 593.

DECARY, A., Resident Engineer, Quebec, 1159.

N.B.—Original evidence was modified by witness, hence in some cases the original answers are printed as well as revised evidence.

Is in charge of Quebec district; has a staff of five; entered service in 1899. *First answer:* Started at $2.50 a day, then $3, for about three months after entry; from thence until 1905 did not receive any increase, till this district appointment at $1,800. *Revised answer:* Began at $2,50 a day and living expenses for the first three months as a trial, then $3 a day and living expenses, this made his salary $1,095, or practically $1,100 a year and living expenses, this living expenses amounted to $500 or $600 a year, thus making initial salary $1,650; new engagement in 1905 in charge of Quebec district salary was fixed at $1,800 without living expenses, with promise of $2,000 in six months; that promise was not made good; at question, they jumped you from salary of $1,000 to salary of $1,800. *First answer:* Yes, they jumped me from an inferior position. *Revised answer:* No, was engaged for a period of five years as assistant engineer at fixed salary of $1,100 plus living expenses, averaging $550 a year, or forming a total salary of $1,650; then was re-engaged and put in charge of Quebec district at salary of $1,800, without living expenses; receives now $2,000. To question: In eight years you have gone from $2.50 a day to $2,000 a year? *First answer:* Yes, but the man replaced here received $2,500. *Revised answer:* No, it cannot be taken that way, there are two different engagements to two completely different positions with two different salaries; has complete charge and superintendence of all works and absolute responsibility of all money expended for engineering work by Department of Public Works in district of Quebec, 1160. His duties are to direct and superintend construction and repairs of wharfs, piers, breakwaters, dams, wiers, bank and beach protection works, the improvement of harbours and rivers by dredging, the hydrographic and topographical surveys and examinations required for the preparation of plans, reports, quantities and estimates; the control and absolute responsibility of expenditure of all moneys voted for works in this district; in other words the construction and maintenance and extension and repairs of wharfs and piers; to question: you now get $2,000,

DECARY, A.—*Continued.*

and ten years ago you began at $912.50? *First answer:* Yes. *Revised answer:* Began at $1,100 plus living expenses, thus making his initial salary $1,650 a year without any increase during period of first engagement; resigned in January, 1905, and was afterwards re-engaged in a different and superior position at $1,800, without living expenses, with promise of $2,000 after six months; his salary was put at $2,000 two years and three months after his second engagement, 1161. An order in council was passed two years ago fixing salaries of all district engineers at minimum of $2,000, with annual increases of $100, up to $2,700; to question: Then in seventeen years your salary would be increased from $900 to $2,700? *First answer:* Yes. *Revised answer:* It cannot be taken that way, entered at $1,650, as stated before, did not receive an increase for five years, then resigned; afterwards was engaged in another position with initial salary of $1,800, and in 1904, ten years after appointment, he may gain maximum salary of his position. To question: Is there anything else you would like to tell us? *First answer:* You seem to think I have received a big increase, but position is but the same as when he was only an assistant engineer at $2.50 a day with absolutely no responsibility. *Revised answer:* Transcontinental Railway Commission pay their district engineer $4,500 a year; he attends to construction of railway in his district as we do. To question: There will be the position of resident engineer for somebody to look after the work you are doing? *First answer:* Yes, and that position will remain there all my time. *Revised answer:* Very likely, 1162; on staff of Transcontinental, assistant district engineers are paid $3,000, division engineers $2,400; witness has a district 215 miles long, with assistant engineers; may be a difference in kind of work to be performed, to build a line an engineer would have to localize a line, determine the amount of cutting and filling and locating places where railway will cross the river; but to build a wharf you go to the locality, make hydrographic and topographical surveys to localize the best place for a wharf; then prepare plans, specifications, quantities and estimates, test and ascertain nature of foundations, direct and supervise construction, 1163. For a wharf, a petition comes from municipality to minister; is passed to deputy, then to chief engineer, then to local or district engineer; no wharf asked for in his district where there is no traffic; sailing navigation is much more dangerous than steam, and must be given more facilities and protection; his only grievance is that the salaries paid to district engineers and their staff are not sufficient nor in proportion to the importance and responsibilities of their duties; neither Civil Service Act nor Superannuation Act take any cognizance of them; they have no official status, pensions, superannuation, or retiring allowances to look forward to; desirable that the engineering service of Department of Public Works be paid proportionately to their work and responsibilities, and should have and enjoy all the rights, privileges and responsibilities and recognized membership in the Civil Service, 1164.

DECELLES, Dr. A. D., General Librarian, 1.

Member of Board of Civil Service Examiners since board was started; two examinations a year; regulations submitted to government; remuneration; is also Librarian of Parliament; duties take up great deal of time, 1. Board has regular office; did not in 1892 approve of competitive examinations and is still of that opinion; in England and United States the highest candidates were ambitious for higher positions than the poorly paid ones, and were consequently dropped from the list; also a man who has obtained the highest marks is not always the best fitted; if candidate fails in one subject he may try again, 2. About one-fourth try a second time; superintends examinations

DECELLES, Dr. A. D.—*Continued.*

in Montreal, Dr. Thorburn in Toronto and Mr. Glashan in Ottawa; the board is represented by sub-examiners in other places; the number of lady candidates, during the last five years has been superior to that of men; some departments employ a large number; at examinations there is not much copying, but there is great danger in the personation of candidates; three cases of personation during the last two years, 3. Every candidate is subjected to examination; those holding certificates from Royal Military College, Kingston, or certificates of Bachelors of Universities are exempt; by section 14 of Civil Service Act a person who personates another, or allows another to personate him, is on conviction liable to imprisonment for six months or to a fine of two hundred dollars; several instances of personation during his experience of twenty-five years; has nothing to do with the selection for employment of passed candidates, though has been asked to point out a man well up in a certain branch of the examination, 4. Three hundred and forty-nine candidates passed successfully in November, 1906, of whom 193 live in Ottawa; they are published in alphabetical order, but the government gets a list of the candidates with the number of marks gained by each; these examinations cause young men to study more than formerly; the questions prepared every year are afterwards published in pamphlet form; the questions are also found in the Annual Report of the Civil Service examination in England, so by so studying a person will go through the history of England, the United States and Canada, 5. Women are generally employed in copying, typewriting and shorthand; the latter being their best point; we require of candidates testimonials as to character from a clergyman; in England three testimonials are furnished, one from a clergyman, and two from friends, justices of the peace, &c.; we might increase the number of testimonials, but would have to have sanction of government; a medical certificate is also to be presented; the law is the same for both sexes, 6. We require also a certificate of age; one cannot go through the entrance examination before the age of eighteen, and the age limit for the inside service is thirty-five; the subjects for examination are grammar, arithmetic, history and composition; does not find that the French are better handwriters than the English; in province of Quebec the writing is not as good as in the other provinces; optional subjects do not count for anything now; there is in Ottawa much coaching for the Civil Service, 7. 'Catch questions' are not numerous; large questions have been given for quite a number of years; a few months ago suggested a re-arrangement of questions to government; suggested three scales of examinations according to the work of the department in which the candidate intends to enter; the questions would be the same, but the board would not exact the same number of marks to qualify for employment in the different branches; we formulate our examination papers and send them to the Printing Bureau; no papers get out; we take the greatest precautions to have the papers printed on the same date; we count the number of papers that are sent to the Bureau and those papers and even the type set up are put under lock and key, 8. The number of sheets are counted and the papers are printed in either language; among the applicants are some who go in for college courses and sometimes there are lawyers; some of them come every year, lawyers and students-at-law; some of the professions are overcrowded and people often get discouraged and pass our examinations in the hope of getting employment; we have given certificates to men who hold university degrees as Bachelor of Science, of course such candidates pass without examination; a French-Canadian may request the papers to be printed in his own language, we provide for that; if on the list of candidates there are no French names then we have the papers printed in English only; would

DeCelles, Dr. A. D.—*Continued.*

be desirable that candidates from the different departments should pass a promotion examination on the same subjects; a deputy in response to political pressure and to his own desire might simply examine them in the duties of their office, the papers being prepared by himself, thus annulling our examinations altogether; engineers come before a special board and have to have certificates from some board of examiners, 9. They are called experts and belong to the Civil Service; we pass the candidates and the government appoint, that is the minister on the recommendation of the deputy head; probation of six months establishes that the man is right; board forwards to the Secretary of State a list of successful candidates with their respective marks, 10.

Desjardins, C., Chief Clerk, Public Works, Montreal, 1148.

Has control of the elevator men and pays them; there are fifty-seven men on elevators and through the buildings; has an office, but no assistant; does the correspondence; gets $90 a month; has been eleven years in the service; no fixity of tenure, but nearly all are paid by the month; would like to become the same as any other public servant and enjoy benefits of pension system; the men paid by the day are temporaries; there are about twelve places here under the Public Works Department and three workshops; the charwomen start at 4 p.m. to 9 p.m., receiving 75 cents a day; does not think pay is sufficient, 1148-1149. Petition of fifty-one signatures of Public Works Department in city of Montreal, asking government to establish a system of superannuation or old age pension fund, and that time already served may be counted in computing their period of service, 1149.

Dixon, Joseph, Clerk, Winnipeg Post Office (letter), 1059.

On present salary cannot make ends meet in providing for a wife and three children; monthly pay is $48 less five per cent retirement fund; out of that pays $25 rent; wood at $9.50 a cord, and everything else dear in proportion; dreads coming winter; was helped considerably last winter by postmaster; had just the one suit, and children were poorly off; wishes very serious consideration, 1059.

Dominion Arsenal.—See *Memorials*, 759.

Dominion Police.—See *Sherwood*, 548. *Kennedy*, 556.

D*fl.5, P(98|3æ, Immigration Agent, Quebec, 505.

Immigration agent for over fifteen years, at $1,800; there are twenty-one on the staff; has been over thirty-eight years in service; four clerks in the office, paid $2.50 a day the year round; Mr. Anderson is interpreter at $800; about 135,000 immigrants arrived this year; has a strenuous life for about eight months; work accumulates in winter and papers to be put in proper shape the rest of the year; with nearly the same help is doing six times the work of ten years ago; all steerage immigrants land at Quebec; it takes about ten or twelve hours before a shipload of 1,000 can be got through; two trains for each ship; 2,200 is largest number on one ship, 505. There are seven or eight interpreters; notified that a ship has passed Father Point and will arrive between four and five o'clock in the morning; the whole staff is present on arrival of vessel; sleeping accommodation in sheds for females only; there are fourteen rooms with double beds in each; every attempt is made to make the immigrants comfortable; instructions to matrons are to see that no

DOYLE, PATRICK—*Continued.*

person in building is allowed to be hungry, the ship has to provide for them; if one is found physically defective or likely to become a public charge he is put aside and reported to Ottawa, if an extreme case he is deported; the lowest salary of any other agent is $2,200; there are six federal officers here, of whom two get $2,200 each, one $2,500, and another $3,000, 506. His long and valuable experience entitles him to a higher salary; has got as good clerks as thirty years ago; when more help is needed the department looks into it; were forced to wear uniforms; on the caps each one had his own title; immigrants on landing bring their hand baggage only; the heavy baggage is taken on the ship and brought on lorries to our building where it is spread out, each one claiming his luggage and has it inspected by Customs officers; the railway cars are then backed down, each one of which is labelled; the people are kept back till each one is loaded, 507. Every sympathy is shown the immigrant on his arrival; broker changes foreign into Canadian money and is responsible for any mistake; in summer crowds witness the arrival of ships; the immigrants arriving now much superior to those arriving formerly; a few societies are sending out people; English-speaking immigrants are always in the majority; out of 115,000 who arrived this summer not 11,000 went to the United States; contractors visit the sheds to secure labourers; we cannot supply the labour market; if a farmer wants to make a contract with an immigrant, we make a price for him, 508.

Memo. of employees of immigration office, Quebec: Names, salaries, years of service; government departments in Quebec city, 509-510.

DOYON, J. A.—See *Civil Service Association.*

DROLET, PIERRE, of Lachine Canal Staff, 1214, 1216, 1222.

Asks that Commission recommend payment at beginning of month; in the office, engineers and other employees are generally paid on the third of the month, and the poor workingmen have to wait to 14th or 20th, 1214. Is employed at bridge No. 2, from May to December, seven months at $45 a month; gets extra pay at 15 cents an hour on Sundays; during the other months if they can get work they take it; is an electrician, but could not get work when canal closed up, it being too late, 1216. Formerly staff was paid for working season, and sought work elsewhere; gets same salary now as on appointment thirteen years ago; thinks they should have a rise in wages during the seven working months to enable them to live the other five, 1217. Asks for shelter on the bridges; should be protection at centre of bridge for the man who stands on the bridge, 1222.

DRYSDALE, WILLIAM, Montreal Customs Staff, 114.

Assistant appraiser; appraiser's position is responsible and salary inadequate; in book trade for thirty-two years; has technical knowledge of cost of books; is fifty-six years of age and knew there was no superannuation; appointed at $1,000, now receives $1,300, 114. Having technical knowledge expected maximum, 115.

DUCHESNE, P., Bridgemaster, Lachine Canal, 1221.

Wants gates for the bridges as at railway crossings; it is dangerous for people when the bridges are open, and gates are necessary to prevent accidents, 1221. In cold and rain would ask for a small shanty; there should be a small shelter at each end of bridge, 1222.

DUGAL, TELESPHORE, Fireman, West Block, Ottawa, 1136.

There are three engineers and three firemen in West Block, but only one engine, they only fire in the winter time, but one boiler is kept going all summer for hot water; receives $50 a month from Public Works Department; is not a qualified engineer; is there now nearly fifteen years, beginning at $37.50; it is pretty hard to live on present salary; work in summer is lighter, but works twelve hours a day; in summer they act as watchmen in the other blocks, 1136. Is stationed at building on Queen street in summer and West Block in winter; thinks, having regard to rent and other necessary expenditure, $50 a month is not sufficient, 1137.

DUPUIS, A. M., International Money Order Exchange Office, Ottawa, 827.

Arranges the exchange for all money orders payable out of Canada; this office is the only one sending foreign money orders for all the foreign money order business; has nothing to do with local money order branches; all the money orders that come from the different post offices, country or city, are converted into the currency of the country in which they are payable, and send them to the country indicated where they are drawn upon; Mr. Larivière is the chief officer; office was formerly in Montreal, but was transferred here last fall, with six clerks; our duty is to make the exchange on the money order; and each clerk is held personally responsible for the correctness of his computations, 828.

DUTRISAC, JOS., Messenger, Post Office, Montreal (letter), 1151.

Expose que la responsabilité attachée aujourd'hui à ses charges devient de plus en plus lourde, que les affaires du gouvernement augmentent vu qu'il faut être au service de plusieurs ministres lorsqu'autrefois je n'en avais qu'un attitré; que le coût de la vie ayant doublé il espère qu'une augmentation lui sera accordée, 1151.

Memo.: Solicitent une augmentation de salaire parce que le coût de la vie s'étant accru de 50 pour cent depuis dix ans, et que le salaire actuel de $1.50 par jour est insuffisant pour le maintien d'une famille; les corporations municipales et entrepreneurs payent leurs employés de $1.75 et $2 par jour; et que leur salaire aurait pour base le mois et non le jour; enfin que ce salaire soit fixé à pas moins de $50 par mois, 1152.

Recalled: There are two messengers especially appointed to attend to Dominion government rooms, witness being one; and is chief over the others; thinks, therefore, should dress a little better than the rest; ran the elevator for five years, but not now; and has to live on a little higher plane, 1154.

EMPEY, M. M., Letter Carrier, London, 960.

Has heard of letter carriers doing clerks' work in office, yet graded still as letter carrier in London, 960. Letter carriers in Toronto, Hamilton and London practically work the same number of hours, 962. Submits memo., 976.

ENRIGHT, THOMAS J., Fireman, Toronto, 1172.

Produced a statement on behalf of several classes of employees in public works, Toronto; over whom Mr. Hamilton is practically superintendent; two watchmen who put in their full time, and one special one who works on Sundays and holidays; twelve cleaners, over thirty in round numbers; all are paid by the month the year round; pay-cheques come through Mr. Hamilton, 1172. Predecessor got $550 from one department, $100 from a second, $120 from a third, and $128 for supplying clean towels; he had also a house, fire, and light; in changing position to preventive officer he got $250 in lieu of a

ENRIGHT, THOMAS J.—*Continued.*

house; the fireman gets $60 a month, elevator man $50, 1173. Among cleaners, one or two of them have been reduced and still retained in the service, 1175.

Memo.:(1) Mechanical staff at Toronto: an engineer, $70; assistant engineer at $60; six firemen, $55; all buildings are steam heated; at armouries are two firemen, one at $60, the other $55; last building is heated with hot water; in summer staff is on repairs and cleaning; government has always received the benefit of the services of high-priced workmen at fireman's wages, e.g., whole interior of Union Station and examining warehouse has been painted by the staff; in winter these men are on duty seven days, and are only entitled to one week's holiday; as cost of living has so increased, should be some corresponding treatment as has been granted to officials in Customs and other departments; average rate of pay is greater outside of government than in it; (2) cleaning staff: twelve men working nine hours each day or night, receiving $45, no overtime is paid for, are docked for sickness; have one week holiday; they ask for $50 and an eight hour day; that all in service over six months be made permanent, as employees of Public Works Department, and not at will of H. E. Hamilton; (3) watchmen: two in number, put in eight hours a day for 365 days at $50 a month; each man puts in seventy-eight hours a year extra without pay; get one week holidays; cost of living has greatly increased more so in Toronto than in other cities; ask for same holidays as in other departments, 1177-1178.

EUSTACE, JAMES, Bridge Tender, Burlington Canal, 1179.

Has been for eleven years bridge tender for Burlington canal at $1.50 a day; for eight and a half or nine months period of navigation; no revenue from the canal; is only canal under Public Works Department; thinks they should get an increase of pay according to increased cost of living; there are four employees on canal; too cold in winter to do repairs, though what repairs are done are done by staff; bridge has been floored once in eleven years; has nothing to do between seasons; Burlington Beach is a summer resort, it being expensive to live there; is about twelve miles from Hamilton; was ordered to do outside work on account of rheumatism; swing bridge worked by electricity; can repair battery if out of order, 1179-1180.

EVANTUREL, G. E., Post Office Staff, Quebec, 953.

Superintendent of office, graded as second-class, salary $1,200, going up from $800 by annual increases of $50; has the title of superintendent, and the responsibility of assistant postmaster, without receiving a cent for either; in Montreal they will take a clerk who is in charge and give him a first-class, and push him on; if a man is in charge of an office he is generally paid more than those under him, 954. His senior is not much listened to by the clerks, the assistant postmaster chooses the man he thinks most suitable for chief over the office, and being such should receive higher grade and higher salary; is far from satisfied; they are not treated like other clerks in Civil Service; has to pass an examination when others do not, and because of deficient memory fails and is blocked, on a question about what postage would be on a letter to an island in the middle of the ocean; questions on duties of office are like questions put to a lawyer which he cannot answer without referring to his book; was in money order branch some years ago, one evening was $11 in error, made it good, discovered error, and proved it, they promised to refund money, has not got it yet, though it happened ten years ago, 955. Pay stops during sickness; though regulations have to be strict, yet this

EVANTUREL, G. E.—*Continued.*

system has lasted ten years; has been under both governments for thirty years, the last ten years have been the worst; was docked three days for attending funeral; general dissatisfaction during last ten years and many would leave if pensioned off; ten years ago had a right according to statute to get $50 increase each year, that was taken from us three years ago, 956.

EXPERIMENTAL FARM, CENTRAL.—See *Memorials, Agriculture.*

FAGAN, MICHAEL, Letter Carrier, Ottawa Post Office, 841.

In regard to the unpaid postage, they now use what is known as the 'postage due stamp,' and the carrier when he receives the money puts his initials across the stamp, which has been affixed to the letter, and cancels it; has to buy that stamp before we leave the office, 841. Might say that the letter carriers are always looked upon in all city post offices as the best posted men for city distribution, because they have the experieice; there are six carriers now doing inside work in city post office; they get the same salaries as the letter carriers for doing clerks' work; they lose their uniform and car fare, which is considerable, 843. With respect to men going out, at present some coming in are not physically able to stand the strain of the work, but they have to live, and must be provided with work; they are not efficient physically; are puny compared with the older ones, who look upon their work with interest, who do their best to find out party to whom letter is addressed; but the new-comers, if addresses are not exactly correct don't take the trouble to find the person, though he may be two or three houses further on; thinks there are letters returned that could have been delivered; they do not take the same interest, 843. Is a letter carrier and getting a letter carrier's pay, yet is doing the work of a clerk; deputy city postmaster frequently promised to settle the matter; a year ago he recommended me to pass an examination, which was done; yet the matter is in *statu quo*; could get political influence to help, but wishes to get the promotion through his merits, and twenty-four years' service, 845. Must say justice is not done us; lately a man was put over our heads; has nine children, and all but one are dependent on this salary of $2.25 a day; was under the old Bill, and like others, when new Bill came out, grabbed at the $2.25; we do not know what we are, whether clerks or letter carriers; though we have passed the examination for clerks, we are still kept as letter carriers, 846.

FAGUY, L. G., Examining Officer, Quebec (letter), 151.

States that he is assistant bookkeeper in the principal office of the custom-house, checks the entries, signs the orders, examines the goods in all original entries and various other duties, for a salary of $750 a year; sees no obstacle that should hinder him from obtaining a suitable and reasonable salary according to his position; has passed both examinations and has given entire satisfaction; enumerates expenses of family, which greatly exceed salary earned, 151.

FINANCE, DEPARTMENT OF.—See *Boville*, 180.

Assistant Receiver General's Office, Toronto.—Creighton, 221. Ridout, 216

Charmen.—Maveety, 223.

Memorials.—Charmen, 225. Charwomen, 225.

FIRTH, JAMES, Printer, Printing Bureau, 615.

Went to Bureau when it started in 1889; remuneration for printers is $15 a week; During thirteen years it has only been increased from $11 to $15; as a rule wages in Montreal and Toronto are higher than here; hours of work, forty-eight hours a week; a tradesman is a man who engages in a trade; many men in Bureau are not tradesmen, *i.e.*, elevator men, press feeders or men who wheel trucks; the word tradesman in the printing world applies to a person who has learned a trade, 615. Gets only legal holidays; if absent through sickness the time is lost; if late, is docked an hour; thinks a flat scale of $20 a week should be paid, and strictly speaking it would not be more, because there is hardly a firm in Toronto or Ottawa that adheres to that scale; the outside offices cannot pay lower than $15, but they can pay as much as they like; $20 a week in Ottawa would be about equivalent to $19 in Montreal or Toronto; wishes the Act amended, and so informed the King's Printer and the Secretary of State, 616.

FISET, COL. EUGÈNE, Deputy Minister of Militia and Defence, 699.

Has been Deputy Minister of Militia and Defence for last four months; salary $3,500, presents memo. of suggestions and proposals for consideration; with pay in higher appointments of military and civil staff; object of the creation of Militia Council was to absorb department, but in practice it is not the fact; defensive forces of country are administered by a military board and are not under control of the civil authority; the president is the Minister of Militia, and vice-president is his deputy; forty members on staff, of whom five are chief clerks, and nine first-class clerks; administration of department affects both civil and military branches, 699. Accountant is paymaster general as well, filling an office that could be filled by a military officer; impossible to do with a less number of chief clerks; staff has increased in fifteen years from thirty to forty; and expenditure from $2,000,000 to nearly $6,000,000; increase of expenditure is on account of taking over Esquimalt and Halifax, which cost us $2,500,000; since he took charge of department, has divided it into practically five branches, each under a chief clerk, responsible for special details, if recommendation for an extra clerk is recommended by this chief clerk, it is considered by minister and an order in council passed; has names of seventeen persons strongly recommended from outside for positions of extra clerks; all must pass Civil Service examination and a departmental examination as well, 700. Has appointed five extra clerks on account of pressure of work, four of whom were women; salary of these is $500; has barely enough clerks for department; lately clerk of over forty years' service was superannuated on two days' notice; the recommendation went to the minister three months before; a clerk, through mistake, pigeon-holed the notice; when session of parliament was over and money for superannuation voted he had to go, but it was decided to employ him for three months more on extra list, giving him the difference between his superannuation and former salary to compensate for loss, 701. Clerk did not know of superannuation till it was practically accomplished; thinks clerk was not treated generously, but this happened before witness held office; the clerk had no bad habits, and was a faithful officer; it all happened in not giving him due notice; he had been notified three years in succession that he was to be superannuated; pressure was brought to bear, and it was decided to keep him on; though his successor was not appointed for three months; thinks the minister could have given the clerk three months' leave without any hesitation, but he was away in England, 702. Frequent promotions of staff chargeable to civil government; there are examinations when promotions are made; all the men in the several classes get their annual increment of $50, except one

FISET, COL. EUGÈNE—*Continued.*

undeserving clerk; officers receive three weeks leave of absence a year, with fifteen days' sick leave; every officer on inside service signs attendance book; lunch hours from 12 to 1 and from 1 to 2, some one always being in office; hours of duty in civil branch from 9 to 12 and from 2.30 to 5 o'clock, and often later; part of records connected with war of 1812 are in the department and part in the military library, 703. Nearly everything has been transferred to the Archives; the chief of the staff met practically all the men in charge of the surveys of the different departments with regard to having all survey maps done in one department, but no practical results were obtained; the actual proposal is that a department of mapping should be formed here in the Canadian service, and be divided into sub-branches, the military branch taking the military surveys, but all the reports should be congregated and be embodied in an annual report, submitted to the heads of these different branches through Canada; then we will have a compilation of maps not only from a military point of view, but for other purposes in Canada; department occupies the Woods Building on Slater street; the Treasury Board minute of 1879 forbidding the use of political influence in the Civil Service has already been published in this department; the department is suffering a great deal from abolition of superannuation; does not believe in present system; with regard to classification of chief clerks or the increases, they are not adapted to suit the service at all; it is impossible to ensure any continuity in the work of the department unless the deputy minister or his representative is present at all the meetings of Militia Council; there are branches of department administered by technical officers, e.g., a director of contracts, he deals with all contracts entered into by inside military branches and outside service to a very large amount; has to study the markets, obtain quotations and competitive prices, and has the largest duties to perform of any officer in the service, 704. The director is a lawyer, was a bank accountant; has no hesitation in saying he is one of the best men we have; has had only four years' experience as director, yet one would be surprised at the change he has accomplished; he is only thirty-three years of age, but has the ability; was accountant of a bank at Canning; witness regards abolition of Superannuation Act as a mistake and more than that; would classify officers and pay technical officers as such; then would come first and second class clerks, the lower grades should be treated as temporaries; these lower grades should be enabled to leave service at any time, but should be made permanent on reaching second-class; would apply Superannuation Act with pension for highest class, 705. Other classes should come under Retirement Act; if promotion is too slow, or they wish to retire, pay them their money back with interest; if promoted to second-class, money paid to retirement fund should count under superannuation system; this retirement allowance is of no use whatever, it does not afford any protection to family; imitate the banks and bring in young men and train them for the special work they have to do; Canada is divided into districts, but since 1892 some of those districts have been grouped into commands, 706. In 1892 cartridge factory employed fifty hands, now there are 500; also two additional schools of infantry; about 40,000 men trained last year; at each camp there is practically a school of training for every branch in the service, where officers can qualify; school of musketry at Rockliffe added to expenditure, where from fifty to one hundred officers and non-commissioned officers trained for three months; then Petawawa furnishes a concentration training camp for every branch of service, and will have over 1,200 of the permanent force there; can accommodate 10,000 men there; the commissariat is organized and buildings have been erected at a cost of $50,000,

FISET, COL. EUGÈNE—*Continued.*

also there are some fifty huts which include recreation rooms, 707. The chief of the general staff is a British military man of distinction; guns have been bought and forts are being built; since 1892 there have been organized the Ordnance Corps, the Army Service Corps, the Army Medical Corps, a pay corps; office of General Lake does not resemble the former Major General Commanding; the chief of general staff is responsible for actual training of the militia and the permanent force, he gives the syllabus for the training; he is the officer advising the department for the training of the militia; but the officer who reports on actual training of the troops is the inspector general; for every branch of the service there is an officer responsible at headquarters; the duty of the chief of the general staff is to advise the Minister or the Council; his salary is $6,000 a year; the other members of Militia Council receive $4,000; it is on advice of the chief of general staff that the whole militia force is run; he is receiving about $1,000 less than he would receive in England, 708. General Lake was appointed for four years; he is carrying out the organization in the English way as far as it is practicable; he is the man who advises his colleagues in the Council, in fact is the spirit of that body; the adjutant general has the most responsible position in the whole department, everything goes to the adjutant general, who is also in charge of the whole discipline of Canada, 709. Col. Lessard is a very good man; Col. Macdonald is the quartermaster general, and has charge of the stores; this year $400,000 was spent on stores; the capital account is a special vote got four years ago for buying heavy ordnance; current expenditure on stores is about $500,000; capital account provides for construction of rifle ranges, 710. The inventory of stores will in future be continuous; an abstract showing issues and receipts will be sent to headquarters monthly, and a general inventory at end of every year; there is a board that inspects and checks off stores every year and at end of every five years there will be a general stocktaking all over Canada in order to balance the account; it costs about $10,000 this year, but it is worth while; if the stores are condemned by the board they are burned or sold at auction; system of inspection; at end of each month a report showing the issues and receipts of stores is forwarded from each local store to headquarters; contents are entered in ledger kept in Audit Branch of Militia Department; the requisition for the purchase of stores comes from the officer responsible, passes to the deputy minister for approval or refusal; if approved the accountant gives it an audit number which is checked against the appropriation, and the requisition is then returned to the officer, 711. When goods are delivered into the store they are examined by qualified inspectors; those accepted are brought into the stores, and counted, placed, and entered in the ledger and on tally boards; if Auditor General wishes to examine he can be shown everything in a moment; there are stores also in charge of each unit; a requisition comes from officer commanding unit, then to officer commanding district who sends it, if approved of, to the officer in command of ordnance stores at headquarters, 712. Col. Cotton is master general of ordnance, with a director of artillery to assist him; Col. Cotton is responsible for the engineering service, for cartridge factory at Quebec and the inspection of the Ross rifle factory; is in charge of everything except expenditure; if a large expenditure is to be made, it is brought before Council, if chief of general staff thinks it is right, he will support it, but it rests with the Minister finally to approve of it; the Minister has full control over department, more especially with regard to expenditures, the members of the Council are only his advisers, 713. The three civil members of Militia Council; under Colonel Herbert the system of district paymasters was abolished, but reinstated within the last twelve

FISET, COL. EUGÈNE—*Continued.*

months; there are now eleven district paymasters; an officer of the permanent corps acts as pay officer to each command, 714. Having a district paymaster, who is well informed of everything, saves numerous inquiries being made at headquarters, and an amount of correspondence; the paymaster is now responsible; he advises the officers commanding the district in all financial matters, and has already saved money; his usefulness comes in in advising the officer commanding regarding what scale of pay, expenditure or allowance is authorized; we control about 40,000 active militia, who drill twelve days a year; there are about 240 officers to administer the permanent force and active militia; have now a permanent corps and headquarter staff that would suffice for at least 100,000 men, 715. Officers have to be trained for special service; the staffs that have been organized will give the results when action is necessary; the eleven district paymasters handle the pay-lists in each district and they pay the whole of the militia during camp; they teach the regimental paymasters how to prepare their pay-sheets; when men have finished camp they want to be paid before they go home, and regimental paymasters do that; in the Canadian Army Pay Corps there are accountants engaged in instructional work, 716. All have been trained in the accountant's branch and are qualified auditors, they had to pass examinations; rank of warrant officer is purely honorary and given to non-commissioned officers who have been in the army for a number of years; highest grade among non-commissioned officers; some receive pay with allowance instead of barrack accommodation; all these warriors have pensions after having served fifteen years for the men and twenty years for the officers; and widow receives a pension if husband dies after twenty years service; pension abatement of these officers enjoying pay and allowances would be 5 per cent on pay, not on allowance, 717. In Imperial service officers get the same pension exactly without paying a cent towards it; also the civil servants; it should be done here also; Col. Aylmer had salary of $6,000 and had a retiring allowance of $4,200; witness was formerly head of Army Medical Corps, and was seconded in order to become deputy minister; special Act of Parliament was passed to permit of paying him a pension; had paid for five years into pension fund and by the transfer would have lost that money, because he was not entitled to a pension upon being transferred to the Civil Service; permanent force consists of 2,800; hard to get men, for the average Canadian wont do the soldiering at the salary; the service is troubled a great deal by desertions; not being able to recruit up to 3,000 in Canada, had to enlist time-expired men in England, 718. We got the pick of them and most of them are technically qualified; they are good men, with no desertions so far; they have sworn to remain for three years; our pay is 25 cents higher than in England, but our allowances are not as good; their ages vary from thirty and forty years; amusements at Petawawa; from January 1, 1906, to June 30, there were 345 deserters; at St. John the cavalry are stationed and they have special duties at 5 o'clock; if they go out at night they go on passes, 719. Most of the time the men are hard to get unless they have had three years' service and are able to draw $1 a day pay; perhaps there is a feeling among officers who do not belong to the permanent force and staff in favour of reducing the staff as far as the commands in each district and headquarters staff are concerned; we want to encourage the formation of the active militia; an officer has to pay full duty on uniforms from England; thinks there are only six or seven military tailors in Canada; duty has to be paid on uniforms of the Governor General's Foot Guards; the service has protested; we have to pay duty on the guns we import; tried this year to get $170,000 put in the

FISET, COL. EUGÈNE—*Continued.*

estimates to compensate officers for the duty they were paying, but Council refused it; that sum represents about the amount the militia in Canada had to pay more than they did two years ago, it includes rifles, bugles, uniforms for the corps, &c., 720. Every officer in militia who buys his uniform is out of pocket; department has 28,000 Ross rifles; the Imperial army uses the Lee-Enfield; it is always the case that when government is buying a new rifle the manufacturer is allowed so much per cent in excess of the price in order to help in the process of manufacture; the Lee-Enfield cost $17 in England; it has been manufactured for fifteen years, process of manufacture paid for, so now they can turn out those rifles at nearly half the cost; it was business that produced the Ross rifle, 721. 27,000 rifles have been delivered, 9,000 of Mark I and 18,000 of Mark II; some defects in Mark I to be remedied; $359,000 have been paid for 52,000 Ross rifles, 15,000 rifles yet to be delivered before further money is paid; payments have been made on the certificate of an independent chartered accountant, chosen by both parties; about ten drafts of contracts were made by Justice Department, 722. Inspector of small arms certifies to the accounts submitted, showing amounts expended for labour, superintendence and materials, which is also certified to by the chartered accountant; thinks the Boer service was one of conscription, yet it was a patriotic army; the Martineau defalcations lasted nearly two years, the amount was over $75,000; they were discovered because the balances of the letter of credit instead of being on the right side of the account were between $50,000 or $60,000 on the wrong side; Martineau was in the accountant's branch; seemed to have command of the situation, got hold of cheque-books, forged signature of deputy and accountant; a clerk found that the account rendered by the Bank of Montreal showed a balance on wrong side; his superior went to bank and then consulted Minister, who sent for Chief Sherwood and culprit was arrested getting on the train with $10,000 on him; the bankers allowed an account to be opened on account of the official cheque Martineau had with him, 723. Whole system has since been changed, now body of each cheque is numbered and abstract also; the rules laid down by Treasury Board are followed; thinks there are more permanent officers than there should be, but if the army is to be organized you must have a staff; as the army grows the staff will not be increased; thinks the deputy minister always got authority from the Auditor General to expend beyond the amount voted by parliament, 724. At least Auditor General was notified that the account was overdrawn; is afraid the expenditure was incurred without the department being aware that it had incurred such heavy expenditure; it was in connection with the work of training or purchase of heavy ordnance, and when bills came due they were much larger than we had anticipated; to correct that, in future the estimates will be prepared by districts, every item will be fully covered; they will be submitted before October; compiled at headquarters then submitted to Council; if these commands ask for such an equipment as will complete their establishment they might not get the whole of it in one year, but distribute it over a number of years and thus cut down the estimate; tenders are always called for; 10 per cent security is deposited with Receiver General; no such security in Ross rifle contract, for it was approved by Governor General in Council, 725. Difficult to get officers for the city corps on account of Customs duty of 35 per cent on officers' clothing; hopes to provide in regulations next year for giving each officer an increased allowance for purchase of uniforms; have found that the formation of the Pay Corps has saved the department in cost of administration ten times the amount of salaries we are paying those people, by the care over the pay-lists, the issue of uniforms, clothing and ammunition; payments to con-

FISET, COL. EUGÈNE—*Continued.*

tractors are made by cheque issued from headquarters; of an expenditure of about $6,000,000 the paymasters control about $2,000,000, 726.

Draft of a militia order about to be issued in connection with preparation of estimates for 1908-9:—Attention of all officers invited to Acts 31-34, part III., Financial Instructions; estimates to be prepared in September and forwarded to headquarters; in these estimates will have regard to economy including those items only which are necessary for various militia services; any items, though necessary, not contained in prepared estimates, will remain unprovided for; after estimates have been voted by parliament, officers will be notified of the amounts allotted for their expenditure; in framing the estimates the following is to be noted: *Pay A.—District staff*, includes officers of staff holding permanent appointments as such; officers of permanent force attached to staff, *i.e.*, district engineer officer, senior army service corps officer, principal medical officer, command paymaster, &c., are to be included in *Pay B., permanent force*; officers of active militia, i.e., principal medical officer attached to staff, are to be provided for under this head. *Pay B.—Permanent force*, includes all permanent force and military staff clerks; at Halifax and Esquimalt, civilians at ordnance stores and officers of Royal Canadian Engineers, permanent army service corps, are of the permanent force, 727. Officers' pay and allowances to be shown in detail; total amount for non-commissioned officers and men to be given; an estimate in detail of amount required to pay any authorized increase of force; a copy of the latest parade staff to be attached. *Pay D.—Allowances*, to be shown in detail for each regiment and corps. *Pay E.—Guards of honour, salutes, &c.*, provides for their pay, also of officers of active militia on board or on special duty not provided for elsewhere. *Annual drill*: in three parts: Pay—supplies for camp, transport to and from camp, total pay of each corps at authorized strength for training to be computed, artillery sixteen days, other arms twelve days, also total efficiency pay at 40 cents a day; estimates for Petawawa camp to be made at headquarters; estimates for camp supplies based on cost of previous years; transport at 2 cents a mile for officers, 1½ cents for non-commissioned officers and men, between all points east of Port Arthur; west of that, 3 and 2 cents respectively. *Salaries and wages*: list of caretakers, watchmen and other civilian employees, with their pay, is to be shown; also for probable requirements. *Military properties, care and maintenance*: to provide for rents, fuel, light, water, telephones; list of various buildings. *Military properties, construction and repairs*: to include ordinary and necessary repairs to all properties; proposals for new buildings to be submitted separately, 728. *Clothing and necessaries*: statement showing number and quantity of various articles for active militia and permanent force; each corps to its own officer during July. *Military stores*: same as above; special stores for artillery and departmental services to be shown separately. *Provisions, supplies and remounts*: to provide fuel, food, light, forage, and medicines, &c.; also to include purchase of remounts to extent of 10 per cent of establishment; careful estimate of last twelve months to be made; thus an average cost of everything can be made. *Grants to rifle associations and bands*: to provide for above; list of associations drawing grant to be made, also provisions for others likely to be made; same with regard to bands. *Transport, freight and contingencies*: estimates made at headquarters; suggestions and proposals for consideration for Civil Service Commission. CLASSIFICATION, GENERAL PRINCIPLE: an absolute necessity to provide for continuity of an efficient and economical service; officers are expected to make the service their vocation for life, or until retirement, to live as

FISET, COL. EUGÈNE—*Continued.*

gentlemen and educate their families as such; on retirement should be pensioned, and for families in case of death of officers; if higher ranks are to be filled by capable and efficient officers then no occasion for permanency in lower rank, 729. Following would be a good classification: Higher ranks—Deputy minister, and assistant, technical or grade A. officers, chief clerks, first and second-class clerks; Lower ranks—Temporary permanent clerks, temporary clerks and messengers. PAY: for lower ranks on appointment, $500 is ample for a young man, and should be encouraged to join service; clerks at minimum rate of lowest rank, $500; for temporary permanent clerks, should be a retirement fund. if promoted all time to count for pension; minimum pay of a higher class clerk should be $1,200 per annum; submits table showing scale of pay, minimum and maximum for each class, annual increase, &c., 730. THEORETICAL ORGANIZATION: Should be theoretical organization for each department, fixed by an independent commission, and changed only on recommendation of a permanent Civil Service Commission. *Examinations*: should be very stiff examination to qualify for first appointment; subsequent examinations should be on 'duties of office only.' *Organization of Department of Militia and Defence*: *Deputy Minister*, is an important position, as vice-president of Militia Council; is also a large spending department, some $6,000,000, and his pay should equal that of chief of general staff, $6,000; *Assistant deputy minister*, should perform duty of secretary of Militia Council; should have charge of interior economy of department; sign all routine correspondence; in absence of deputy he should take his place; be charged with receipt, registration, distribution and custody of all official letters and telegrams; prepare everything for Council, &c.; his pay should be $3,600; *Accountant and paymaster general*: should be considered on his merits; is a member of Militia Council, and as such is responsible for the efficiency of his branch. 731. His duties are such that he might be an officer of the permanent force or civilian employee; if on military staff should receive same pay as other military members of Council, $4,000; *Director of contracts*: his duties entail all work appertaining to purchase of clothing, necessaries, equipment, fuel, stores, &c.; the calling for and scheduling of all tenders; preparation of all cnootracts and checking of claims; should be rated as technical officer with pay. Militia Department: Memo. respecting salaries—comparative statements: *Military division*: Chief of general staff, $6,000; adjutant general, quartermaster general and master general of ordnance, each $4,000; directors, $3,200; *Civil division*: Deputy minister, $4,000; accountant, $2,800; chief clerks, $2,500; the memo. shows the rates of salary in civil division are too low; salary of deputy minister should equal that of the chief of general staff; compares salaries of Canadian military division with Imperial forces; also mentions the different branches; compares years 1892 with 1905-06, 732, 733, 734.

FITZGERALD, WILLIAM, Superintendent of Insurance, Ottawa, 1320.

Appointed in 1885; amounts of fire insurance premiums received; amount of premiums paid for fire policies has trebled while he is in office; fire losses paid; fire losses in good times are not as large as in bad times, in almost every country; amounts of fire policies taken; net amount of fire insurance in force at end of 1886 and in 1896; number of fire companies under license; gives tables in regard to life insurance business; staff consisted formerly of four, now it is ten; undermanned; prefers men having had actual experience, but they cannot be got; has two good men, both Fellows of Institute of Actuaries of Great Britain; there are two more in Montreal and two more in Toronto, 1320-1321. Mr. Henderson when he left got $850; left to better

FITZGERALD, WM.—*Continued.*

himself, and now receives $4,500; he is a Canadian, graduate of Toronto University, as is also witness; receives salary $4,000; Mr. Blackadar, $2,800, and Mr. Grant, $1,950; understood on entering that he was to get an addition of ten years to bring service up to maximum of thirty-five years; cost of office in 1886 was $8,578.46, in 1906 it is $18,045.06, including cost of printing annual report; levies on amount of premium income in Canada, which was in 1892 one-twentieth of one per cent; now it is about 45 cents to the $1,000 premium; to get at amount of reserves held for life insurance policies you must do it by actuarial calculations once in five years for every company; needs more room; has only three small rooms to house ten men, 1322. Present salaries not sufficient to keep in the good men; recommends a raise; is of opinion that the abolition of superannuation was a mistake; it gave stability to service; there is nothing to retain a man; it is a great loss to the office to lose a good man; in consequence of this a system was devised of giving public servants life insurance, whose limit maximum is $2,000, allowing six per cent interest; only loss in system is the difference between six per cent and the rate at which the government could borrow its money; there are now 202 policies in force for $361,000. Though public service are provided with cheap insurance they have not availed themselves of it to a great extent; no reason why men entering since 1893 should not take advantage of it, but for those who were in service there was a stipulation that an additional one per cent should be paid for superannuation purposes; this kept out almost all the old men; and hundreds of men have joined service since Act was passed, 1323. Only 193 lives insured, some having two policies; thinks small salaries is the cause of so few taking advantage of Act; the system of deducting five per cent from salaries has also a deterring effect; retirement fund simply takes a man's money and allows him a less rate of interest than he himself could get for it; thinks the Act prepared by Mr. Grant is feasible with certain amendments, the provision relating to the pensioning of widows under certain conditions is very desirable; in restoration of Superannuation Act some provision should be made for widows and orphans; Mr. Grant in preparing his Act looked into systems in vogue in Germany, Holland and France, 1324.

Sends revised evidence, also memo. regarding fire, life and inland marine insurance, accident, sickness, guarantee, plate glass and other forms of insurance; staff in 1886 consisted of four; now in 1906, ten; also table showing cost of insurance superintendence, 1325-1326.

FLEMING, WILLIAM, Porter, Montreal Post Office, 892.

Is one year on temporary staff as porter, age 49, formerly bank messenger; applied to member for present position; expects to be made permanent, having passed the examination in 1878; if a man is competent to do the duties he has to perform, after a probation of six months, he should be entitled to the credit of what he has done; there are several here who are competent to do the work and think they should not be debarred from being appointed permanently, and having two or three weeks' holidays; if we do not have these holidays there is a certain amount of extra work on our shoulders on account of the permanent staff going on their holidays, and we get no benefit for that extra work; is doing a labourer's work; receives $1.50 a day and has to support a family; there are ten or twelve men in the post office in the same circumstances; thinks if he is able to do the work expected they should remunerate him properly; if appointed permanent and are capable they should start at $500 and run up to $900 or $1,000, 892.

FLETCHER, HUGH, Geological Survey, Ottawa (letter), 240.

In 1892 the third commission investigating conditions and needs of the Civil Service reported there had been legislation concerning Civil Service reform every year since confederation; that public opinion had extorted a promise from government that service would be conducted on business principles; of many improvements suggested, some were adopted, yet it is doubtful if service is more efficient; deputy heads of every department were called in to point out and remedy defects; the commissioners discussed the constitution of the Civil Service, duties of its officers, cost of salaries, &c.; they found that in case of service of a professional character no definite scale of remuneration existed; they found also persons doing the same work whose salaries differed as much as 300 per cent; also that the highest salaries are low compared with the higher offices of railways, banks, and other mercantile corporations; they tried to ensure that men doing the lower description of work should be paid accordingly; while the higher range of salaries be reserved for those who have responsibilities, or whose services require a higher degree of education; they also fixed an equitable scale of salaries for various clerks and employees; common justice and exclusion of partisan tests in selecting and promoting civil servants are essential for securing the most useful; British statesmen act upon their own conviction of duty, and have shown that competition has given bright men of learning, of strong physical system, high character and practical administrative capacity to the service; he quoted a United States writer on the Civil Service, 'The merit system, with its test of character and capacity, and its claims of justice and principle against favouritism and partisanship has achieved a victory over patronage'; several ideas for improving service were discussed; but so much for Utopia and what might have been; it is said that every government makes laws for its own advantage; the Civil Service belongs to the party in power; much can be said for this system, but it produces discontent, half-hearted service and discouragement; this commission is appointed to deal with a defective civil service; it is a matter of grave concern that the civil servants should be properly heard; one member of the commission, Mr. J. M. Courtney, a friend of government and the civil servants, has already proved a strong advocate of fair-play and justice, 240, 241, 242.

FORSYTH, COL. JOSEPH B., Collector of Customs, Port of Quebec, 139.

Appointed in 1881 at $3,000; appointments made in Ottawa; once recommended a man and he was appointed; would be a good thing if patronage system was abolished, and appointments made probationary, 139. If after a limited time satisfactory, appointee should be made permanent; about same number of employees permanent and non-permanent; would prefer all to be permanent; not convenient here, as more men are wanted in summer than in winter; surplus of men in winter might be sent to other places; outside service of customs should be classified and given annual increases until maximum is reached; Mr. Hamel's father was in custom-house, he died suddenly and son succeeded him; he is a very good man, 140. Minimum salary should be fixed at a liberal amount to cover increased cost of living: 75 per cent rather an exaggeration, 50 per cent nearer the mark: Mr. Beaudet was appointed appraiser, but at death of Mr. Gouin he was appointed chief clerk; experienced in hardware; not same inducements for young men to enter service as fifteen years ago; work at custom-house at Quebec is very much up to date; cannot say if superannuation has been beneficial to the service, 141. Thinks retirement fund better than old superannuation; present salaries are not adequate to needs of majority of officials; many are getting behind or pinching their families, 142. Officials at Quebec are efficient; they are good men

FORSYTH, COL. J. B.—*Continued.*

and of good habits; all agree as to increased cost of living; government may not agree to give 50 per cent, but thinks if they gave 25 per cent it would not be too much; public servant is now retiring to the background, because he has not the means to live as he used to; in examining warehouse has three appraisers with different salaries; the lowest salaried one has really more to do than the others, 143. Discrepancies of salaries, 144.

Memo: Cost of living 50 per cent more than formerly; press states, 'there is no branch of the Civil Service worse paid than the members of the Customs staff'; men are well conducted and do their work well, no complaints or reprimands; great increase of work but little increase of help; maximum allowance twenty-five years ago should not obtain now; clerks should be classified and made permanent; desirable that pensions earned by officials should be continued to widows; this port has more outports and preventive stations than elsewhere; here ships discharge immigrants and passengers, sometimes three or four steamers arriving in one day, 149.

FOX, JOHN DAVID, Accountant, Inland Revenue, Montreal, 323, 325.

Canada Refinery manufactures whisky; 50,000 proof gallons monthly out of 80,000 used for consumption in and around Montreal; part of revenue is collected here, balance collected in other divisions to which the whisky is sent in bond; could not say that revenue collected here is made up by amounts collected from other divisions; in a way distillery here is analogous to Walker's, Gooderham's or Seagram's, 323. In Customs and some other divisions they permit only one ex-warehouse entry from each warehouse on an entry; in Montreal division we permit, one, three, five, seven or ten, from as many entries ex-warehouse as they choose, on that one warehouse entry; would say taking the average three entries for each original entry would be a very low estimate; there are 20,000 separate and distinct entries in Montreal division each year, 325. When collections come in after office is closed, they are deposited in safe till following morning; collections from our office are deposited once a day, ostensibly from 12 o'clock noon one day to 12 o'clock noon next day, but in reality it is from 4 o'clock one afternoon till 4 o'clock next afternoon; then the deposits are made up the following morning and money deposited for the previous day; at night have always a day's revenue in vault, but most of payments made by cheque; cashier has combination of vault, also the collector; money is kept safe in a vault at night; money is paid in the bank in forenoon, or as soon as deposit can be made up and checked and entries verified, then deposit is sent to bank, 326. More than twenty-six wholesale warehouses, but they have not all bonded warehouses; one license covers a large number of grocers or merchants; conditions in Montreal are different to those in other cities, 328. Gives one month's statement of transactions in stamps in Montreal division; supposed to keep three months' supply on hand; stamps stored not in vaults but in cupboards; two men have access to them; are checked by inspector; could not store them in vault, unless vaults consisted of a large room; advisable there should be some security though stamps in se are not actually so much money at all until we collect for them and they go into use in factory; two clerks are at present in charge, 330. Packages of stamps are numbered and used in numerical rotation; could be no dead packages that did not contain what was represented on outside without being found out, 333. Does not see any immediate necessity for any change or modification in returns made to Ottawa; system of book-keeping is very good; knowledge of distilleries, breweries, malt houses and vinegar factories is purely technical; excise officer determines quantity of tobacco, raw leaf, malt or spirits; if officer was in collusion with manu-

FOX, JOHN D.—*Continued.*

facturer he could give them any quantity he wishes, and that is all they will have to pay duty on to government; has no knowledge of any officer thus becoming rich, they are poor men, but they are honest; none of officers in Montreal keep a horse, an automobile or yacht, 334. By 'a continual audit is proceeding in the office' is meant that entries after being posted are checked through the different books before they are sent to Ottawa; we wish a special scale for Montreal; department determines the several classes with salaries for each class according to collections given plus warehouse entries passed; now work in a division collecting $1,000,000 has no comparison with work and responsibilities involved in collecting a much larger amount as in Montreal; officer collecting $1,000,000 will get same salary as collector in Montreal collecting $6,000,000, and who may not have one minute to himself, while the other man may have plenty of time; collection in Toronto is not as large as collection in Montreal where they collect pretty nearly as much as in whole of Ontario; but Toronto manufactures an immense amount of spirits, duty on which is collected outside; why Montreal officers should be treated better than those in Toronto is this, that if two men are equally competent and one has to work to the full limit of capacity he should be allowed something extra for that; has no objection to Toronto being well treated, we want fair play for all; that Montreal be put in a special class which might apply to any other division of equal importance; has seen cases where some people have been forced over the heads of their seniors, 335. Thinks there are instances where men have been shoved on through politics over the heads of deserving seniors, and this must have been in the minds of those writing the memorial; would like staff to be paid bi-monthly; the labour should not be reckoned with; monthly salaries paid three days before the end of the month; in December we are paid before Christmas day, 336. Some spirits were stolen some years ago and permission has been asked to write them off; never suspected that an officer was living beyond his means, but if he were disposed to be dishonest he could reap personal benefit by it. 337.

FRANKLAND, H. R., Collector of Inland Revenue, Toronto, 387.

Entered as deputy collector, serving six months, therefore not required by law to pass promotion examination; collections last year amounted to $1,600,000; there are two distilleries here, Gooderham's and Wort's, and Canadian General Distillery; revenue from former about $60,000 a month, mostly collected in Montreal and Winnipeg; if all revenue were collected at place of manufacture revenue at Toronto would be about $2,000,000 more than now; during past ten years cigar production has increased; there are ten maltsters in division, 387. Four tobacco manufacturers in division, and twenty-two cigar factories; examinations deal with mensuration, computation, &c.; feels that the emoluments the inspectors for Ontario receive are not what they are worth by any means; nothing less than 50 per cent increase would meet requirements; this applies also to inspectors; practically three departments are engaged in collection of duties; requires a man of great tact and good judgment to look after adulteration of food and inspection of canned goods; pay of officers in distilleries, 388. Duty pay means overtime, so much per hour paid by manufacturer; if Gooderham & Worts want an officer to remain till 8 or 9 or 10 at night they have to pay him a certain sum for the first hour and so much less for other hours; lower officers receive $100; no product in distillery destroyed, only in breweries and tobacco factories; at 7 in morning officers open all doors, they having the keys; considers that deputy collectors class B might be done away with, 389. Thinks it desirable to re-enact Superannuation Act, in interest of widows and orphans, and in stability of service; desirable also

FRANKLAND, H. R.—*Continued.*

to have Pension Act include widow and orphans; thinks it absolutely necessary that inspectors and collectors should hold a conference every three years in Ottawa; desirable in order to avoid friction that collector should know something about the patronage; men entering service now as efficient as they were seven or eight years ago, and up to required standard; lost an officer and curiously no one applied for position; not many applicants now; a young man entering now would get $600, and after passing examination would get $850 and go on to $1,200, 391.

FRASER, G. N., Sorter, Railway Mail Service, Toronto.

Has worked at night for seven years, ever since he entered service; works seven and nine and sometimes ten hours; for months has never worked less than eight hours, often as much as ten and eleven hours, 1015. There are seven or eight people assisting the railway mail clerks; they get no mileage; Toronto and Montreal clerks do this class of work; some are not clerks, but are hired by the day, receiving $1.25; men have not passed an examination, but there are four permanent clerks to do this work; one man doing day duty has passed examination but has no clerkship, 1018.

Memo. of city department sorters: They represent (*a*) that they are compelled to do railway train duty while holding appointment as clerk for office work; (*b*) that they receive no mileage whilst on train duty; (*c*) that they have excessively long hours whilst on train duty; holding that from 9 a.m. till 6 a.m. or later six days a week is too long for the preservation of health, 1018.

FRASER, JOHN, Auditor General, 1279.

Thirty-two years in service, thirty of which were in Finance Department, and two years as Auditor General, with a staff of fifty-one permanent employees, fifteen extra clerks and three messengers; is an office of verification, also audits all expenditures; to see that appropriations are not exceeded or misspent; that expenditures are supported by vouchers; and as being correct, fair and just charges, according to contract; expenditure under audit has run up from $42,000,000 in 1892 to $83,000,000 in 1906, 1289. Receives salary of $4,000 fixed by statute, removable only by majority of both Houses; expenditure mentioned does not cover all that is audited; in regard to savings banks and money order business there is a certain amount of audit; to pass certificates for all cash expenditure of Dominion, about $150,000,000; audits revenue as well; turnover in cash now amounts to about $1,000,000 a day roughly; staff about large enough, but as work is growing staff must also; offices are in two buildings, 1280. The other building is three or four blocks away, under a chief clerk; frequently visits it; our staff has to exercise more discretion and judgment than in other offices; work is partly mechanical but a knowledge of prices is necessary; the more knowledge the better; have to look into everything of a suspicious nature in connection with an account; the staff are taught to use their brains, and have almost daily conferences over different points that crop up, 1281. Whenever a letter is written to a department containing a principle, or objection raised, five or six copies of the letter are made and one is sent to each chief clerk, to see they are all on the alert; has no political head, but communicates his views to the Finance Minister; his officials are selected from those who have passed the Civil Service examination; has not power of appointment; office created in 1878, Mr. McDougall being first incumbent; he resigned lately, holding different views from government on certain things; he wanted also some amendments to Audit Act to which government could not agree; wanted more power than he had under the Act; witness finds the Act sufficient for his purpose, 1282.

FRASER, JOHN—*Continued.*

Thinks the most objectionable feature about his standpoint was that he wanted to take a responsibility and have a power vested only in a government; the fullest power the office demands is sufficient power to properly safeguard in business ways; all wrong should be punished; Mr. McDougall's case was threshed out for days and days in Public Accounts Committee; all of which is on record; it is printed, 1283. Is satisfied with present system of getting help for his office; does not want a man who is not worth $800; Mr. Fielding offers the choice of his list; good handwriting has come to be a lost art; to get men at $800 a special clause must be inserted in Supply Bill; when he gets a man he wants to be able to turn over accounts to him, and with little training can rely on his doing good work to commence with, 1284. Not being able to get men, women are nearly the only applicants; prefers men who have had some little experience in business, and not make the office a training school; young men with a little business training outside learn very rapidly, and are useful at once; women are steady and reliable; and good up to a certain point; about thirty on the staff, and thinks only one or two could take charge of an office; thirty women out of fifty-one permanent employees; their critical faculty does not develop half as fast as men, and would never be competent to take charge of men; not enough men in view to fill the higher places; women get the same annual increment, 1285. The grades in the office are pretty fairly diffused and reasonable prospect of promotion; wants more chief clerks, as there are men in charge of branches who are not chief clerks; work is done conscientiously; of course witness does not see all the work; what he sees has generally the element of trouble in it; the accounts undergo a very close and searching scrutiny; all, but one, are in good health, 1286. Government does not recognize responsibility in taking care of sick people; but if doctor recommended sanitarium it would be considered and acted on; the invalid only recently became unwell and is on his vacation; thinks all the clerks entered at as low a grade as junior second-class clerks, 1287. Prepares some of promotion examination papers; his knowledge of what a man can do has greater weight for promotion than examination papers; sometimes somebody will take a friendly interest in asking for the advance of a clerk; most of the clerks entered under former régime; leave of absence is usually three weeks; office hours from 9.30 a.m. to 4 p.m., though later when the report has to be got out, 1288. Has no test of work each one does, but one can see how it is going on; no two departments in the service doing the work in the same way or have same class of work; can only tell the amount of mental effort by the results; hours are sufficiently long when conscientious work is done; if staff are treated well they are all willing to work longer hours for the sake of getting out the work, 1289. If staff do their work conscientiously, wishes to treat them liberally; no pay for extra time; thinks the staff take a pride in their work; one hour for luncheon, but all do not go out at same time; has little to do with the public, but receives visits regularly from contractors; has no objections to their discussing a matter from their standpoint; all sign attendance book, in outside office it is in charge of a clerk, 1290. Has power of promotion providing parliament votes the increase; is under old Superannuation Act, its abolition was one of the biggest mistakes ever made; at present a man has no hold on his appointment; it was one of the strings we had to hold good men; you have no hold upon your men, if you say anything to them, out they go, 1291. In witness' absence in Mexico, one clerk left, getting a better outside offer; there was nothing to hold him; another getting $1,200 received an offer of $2,100, yet cannot offer him any

ONAL PAPER No. 29a

R, JOHN—*Continued.*

special inducement to remain; the offer was from a contractor on the Grand Trunk Railway; the sooner the old Superannuation Act is restored the better; thinks an ideal system would be to have the right kind of a man for deputy minister, such as you would select to produce dividends in order to hold his job; such a deputy would select from the employees the best men to do his work and pay them for it, 1292. In government service a deputy minister does not have to produce dividends; during Mr. Courtney's time in the service he did not have to produce dividends, but to conduct the work of Finance Department without any visible results to outside world; this branch is different from the rest of the service, there is no political head, so there is not much use trying to bring political pressure to bear; comes in contact with the accountant's branch of every department, the majority of which branches in the service are efficient; saw a good deal of the work of the outside accountants in reorganizing the work of department in question, 1293. They were special chartered accountants; thinks their duties are now completed; had to do with general extravagance, critics said that the staff was inefficient, that there was gross extravagance and no business system, no proper supervision; as Auditor General, has only the power to criticise and point out faults; was in Finance Department when the Martineau defalcations occurred; the provision that is made in the Act for a thing of that sort is that the Treasury Board has the power to make regulations for the keeping of the accounts in the various departments; has no administrative power at all, but power to show defects in existence, which is often done, and we are listened to, too; defalcation was due to forgery; thinks the accountants' branches are efficient, 1294. Results of recent reorganization of chartered accountants are not yet visible, and accounts have been in better shape during the last year than they were before; the branch pointed out the weaknesses of the transactions, and criticised them before the accountants began to work; has not the power to go to a department and say, 'you must change your system and adopt some other method of keeping your accounts;' there was more than bookkeeping at fault, i.e., a point involved was the system of ordering goods; the Merwin case was criticised and prices objected to; another thing was the establishment of a system in the departmental workshops in connection with the purchase of goods; the weaknesses did not lie in the bookkeeping alone; it was after being criticised that Minister appointed these outside men to investigate; something had to be done; can see to a pretty large extent where a defective system exists; if anything he objects to he can summon accountant of that department and discuss matters, there is no trouble on that score, 1295. Can examine their books if necessary; to see that the most economical and most efficient methods of bookkeeping are observed; our men would need to be familiar with the method in each department; a good accountant creates a system; bookkeeping to be efficient must be suited to business done; when parliament votes a sum of money it is necessary to examine details of expenditures and have the vouchers, and see the expenditure is within the limits, that amounts are spent according to regulations; on a purchase of stationery by a department, we not only examine accounts and see the price is right, but raise the objection that that department had no business to buy the goods, they should have been bought by the stationery office; has to see that regulations governing expenditure of money are carried out; stationery must be bought from the Printing Bureau, 1296. Two departments were buying cement at different prices per barrel; the case was criticised and discussed in Public Accounts Committee; in this case the deputy minister was notified, and purchases stopped; many

FRASER, JOHN—*Continued.*

accounts are paid before audit; usually audit takes place before payment but not in England; salaries and ordinary petty cash are paid before audit but in contracts, &c., audit precedes payment; does not receive amount of current expenditure of each department till after payment is made; the credits are given in name of deputy minister and accountant in each department; generally, therefore, all accountants are efficient, 1297. Thinks department from beginning has been efficiently managed and administered; departments know they are closely watched; no arrears in any department in auditing their expenditure for more than a month; once we start to compile the report, the audit has to go behind; cannot do both concurrently; we generally get the original vouchers and ascertain their genuineness; when everything is clear on surface of account it is treated as all right, 1298. If they suspect anything they probe it to the bottom at the expense of other work; they are to neglect other less important work and take the suspicious accounts up; recites case of some officers in Immigration branch of Department of Interior, who received immigrants at Quebec and travelled with them; they charged for meals and sleepers they did not take; how case was found out; culprits refunded money and lost their jobs; recites also another case of fraud, 1299. Has power to administer oath and to command appearance at inquiry; in Departments of Interior and Public Works a large proportion of staffs are charged to outside votes; in Department of Public Works the whole of engineering staff and whole of chief architect's staff are thus charged; and are removed entirely from the terms and conditions of Civil Service Act; some may regard it as a grievance when time for superannuation comes, the old ones especially, because they have nothing to retire on; such persons can be appointed at any salary the ministers see fit, 1300. In Agriculture Department a new branch is established, a man is put at head, i.e., live stock branch, he can employ a staff there at any salary he sees fit; difficult to understand, yet they claim they are specialists; thinks if there was a proper Civil Service Act all employees at headquarters should be under it; not much to audit in those cases, as they are appointed by order in council; exemptions from Civil Service Act are increasing all the time; large proportion of officials employed at Ottawa are not under the Act; Minister can increase salary as he sees fit; they are all temporary employees, though looked on as permanent; thinks they should all come under one system, 1301. After sessions of Public Accounts Committee are over, records required for audit are returned to different departments; parliament, and especially the opposition, read the Auditor General's Report pretty thoroughly; report is read principally to exploit possible wrong-doing; gets a good many pointers from them; keeps two years' vouchers on hand in case anything came up later; our work is very interesting, it is not mechanical, new features are coming up all the time, 1302. Sometimes sends the chief of a branch out to get acquainted with the matters he is working on inside; it is very useful information, and they take the best means to inform themselves; our officers audit the stationery office; have to see to expenditure of money voted,| that proper certificates that the goods have been received and put in store; it is important that stock should be taken of all stores; no documents to show waste or leakage in stores, except in Intercolonial Railway, where the stores are fairly correct, 1303. The Intercolonial Railway and stationery office are the only stores appearing on balance sheet of the Dominion; purchases for artillery are paid for out of year's appropriations, and that is the last of it except the record they themselves keep in the department; desirable that special inspectors go around and take stock from time to time;

ASER, JOHN—*Continued.*

thinks it possible that inferior goods are sent in; quantities and prices as called for, but not the good articles; it is possible, and mentions a case where a man's salary may be charged to more than one work, 1304. Under previous commission it was found that staffs charged to civil government came under the Civil Service Act; in Public Works Department architect's is not under Civil Service Act at all; whenever the appropriation will stand it, the remuneration of certain employees has been charged to more than one branch; same practice is still going on; thinks all employees at Ottawa should come under Civil Service Act; all collected under one vote, and then you can see what you are paying; some employees are paid for working on Sundays; made suggestion last year for a sub-committee to take into consideration the growing size of the Auditor General's Report; is willing to curtail report if parliament gives permission, 1305. There is a lot in the report that is useful and some that is not; report is published in English and French; table giving number of employees and salaries on staff of Auditor General; twenty years ago there were paymasters in Militia Department; were afterwards abolished, and are now restored again, 1306. The system gives a great deal more work, because payments are not made direct to individuals, but are made out of the letter of credit, and have to go all over the work; if payments were made direct one cheque and one voucher would conclude the transaction; as it is it involves the employment of a larger staff, for every time you repeat or subdivide a transaction it means more work; there are five or six paymasters now; system was restored two or three years ago; in addition to paymaster general here, there is an assistant paymaster and staff, and a district paymaster in outlying parts, 1307. Describes system, 1308. Produces another pay-list; the new system of certificates arranged by Deputy Minister of Marine and Fisheries is not more satisfactory than formerly; have to be continually taking up accounts and going back of the certificate; the certificates are not reliable, they may be good or not; a case exists at present on the ship canal where a number of men are employed by the day and are boarded on the vessels, 1309. These men may be boarded in boarding-house, for whom the captain receives 75 cents a day; asked them to make out two lists, the pay-list and board list; the same names occur frequently down there; men give receipts for their own pay, but the man who has boarded them gives a general receipt for board of whole list; thinks a man should back up certificate with some other evidence; it is practically a man receiving the money certifying his own account is correct; if certificate is once wrong you suspect all others from same man; return of an officer's travelling expenses were found to be wrong, he refunded, but his certificates are of no value since; he is still travelling and his accounts may be right or not; advances to maritime province command were continually increasing, they were written to, that the advances were too large apparently for requirements of paymaster, they admitted such was the case, and agreed to reduce advances within reasonable limits, 1310. If money were expended from here, it would lie in a solid balance in the bank and would be much safer; Col. Guy was first paymaster in Halifax; he is now superannuated; large sums were paid in 1906 to Merwin and Strubbe; no further special care has been taken to see that only proper sums are charged for the articles they supplied; there were professional accountants working in the Marine Department for some months, and made a report to the Minister; if a change of bookkeeping was established would know something about it, 1311. They are men who systematize businesses; understands they started out at beginning of year, took a whole year's business, and entered it up under their system, establish-

FRASER, JOHN—*Continued.*

ing a plan and showing how a year's accounts should be kept; but it w depend on the parties carrying out this plan whether the result will be go or not; imagines the system is a good one; certainly an improvement as f as bookkeeping is concerned, for there was no system at all; the departme was much smaller in Mr. Smith's time, since then they have taken over a pa of the Public Works Department, so that the system that was good for t small business would not be suitable for the large business; thinks five or s of these accountants have been working for about a year, since the n Minister came in, 1312. Knows the results of the old system were not goo thinks these men did not get as generous assistance as they should have g they were brought in by the Minister; one reason they gave why it took th so long was they had to take and do a year's business themselves, to han everything, accounts, vouchers, books and everything else; Department o Marine say that they get the best prices they can, but there is a large amou of their purchases made at retail prices; when asked what steps they ha ve taken to get the best prices, the stereotyped reply is that they have asked a number of parties for prices and they have always taken the best, 1313. Thinks prices are not as good as could be got if there was open competition; has no control so long as account does not exceed $5,000; a man's yearly dealings with the department may be for $50,000, but each individual purchase may be under $5,000; there is a provision in Act that for purchases under $5,000 they are not required to call for tenders; contracts must be called for and lowest tender accepted for all purchases over $5,000; Marine Department are not subject to the same rules as other departments owing to different circumstances, i.e., an item running up into hundreds of thousands of dollars, as the illuminating apparatus for lighthouse service, for lenses, lanterns, &c.; there are only two or three firms in the world that can supply these goods; Chance Bros., in England, until recently furnished everything required; but within the last two or three years most of these articles have been supplied by a house in Paris, through Mr. Merwin or Brooks Co.; difficult to distinguish between prices, 1314. The quality of Chance's goods is known to be first-class; does not think the goods of the other firm are as good; Merwin is the Brooks man and the Brooks Company is a New York firm; with Chance Bros. department deals direct; sees no excuse for dealing with a middleman; there was an examination by the committee as to the price of cement furnished by Strubbe; Railway Department calls for tenders for all the cement they require during the year delivered where, when and in what quantity required; they get competitive prices from all the large firms, getting lowest possible price; has made suggestion that price for one department should rule all departments, 1315. No way at present of auditing Marine stores; i.e., there is a quantity of goods bought and charged to Prescott depot that never went near that depot; Prescott is the headquarters of a particular service; gas buoys would not be sent to Prescott for the sake of putting them on the books there and then delivering them down the St. Lawrence; the man at Prescott could say where they were placed if they went through his office; has never been an audit in the Marine Department or Militia Department; but there has been of the King's Printer's stock and of Railway Department stores; there is an examination by Boards of Survey, not actual stock-taking, 1316. Thinks an audit of stores of different departments should take place; is not anxious to do it; quite possible that two men might certify to receipt of same goods, that the charges were fair and just, and person sending the goods might be paid twice over; so long as they were properly certified we would have to accept them; might possibly be

FREELAND, DR. ANTHONY—*Continued.*

Retirement Act and contributing 5 per cent, which is childish; would pref Superannuation Act; does not look upon retirement allowance as anything all; has no means of earning anything outside; was formerly corone making $500 or $600, but was not allowed to hold both offices; superannuatio is a guarantee of permanency, whereas the present system is not; now ta the deputy minister, supposing in the department he gets $4,000 under t old system of superannuation he would be superannuated when he put in h full term at $2,800; in order to supply his place it would cost the count $6,800; superannuated officer $2,800 and new deputy $4,000; under t present system a new man replaces the old one and at no cost to the countr the point desired to be made is that there is no financial reason why th- cannot dismiss a man at once, if they want to, for political reasons; former if they wanted to do this they were confronted with the position, if we do this we will have to pay the dismissed man $2,800 and the new man $4,000; therefore superannuation is a guarantee of permanence; under the present system, when a change of government takes place, political expediency takes place and the new party can dismiss a man and advance the plea that it costs the country nothing; politicians are sometimes very hungry for positions and will not stop at anything to get them, 299. If a man has a superannuation to live on he feels independent; the abolition of the Superannuation Act was a mistake and there is no stability in consequence; under Superannuation Act old age is provided for, now it is not; they stop $90 of present salary, leaving $1,710 to live on and educate one's children; so it would just be possible if pendulum swung the other way, you might be asked to give place to some prominent man on the other side and take your retiring allowance with you; has passed several examinations since accepting office; though possessed of all the knowledge of all the spheres could not become collector at Montreal for instance, for having entered the service here you are pretty much limited to here, 300. Then we pay for guarantee bonds; the cost of these bonds is taken out of salary, practically a reduction of salary; revenue money is deposited to credit of Receiver General every day; our inspector visits us every three months; we do not know when to expect him; there is no way of defrauding government by emptying the casks in bonded warehouses and filling them with water; the excise duties on tobacco and cigars are collected by selling stamps; there is no stamp for whisky; the barrels are in bond and when they want a certain barrel they tell us the gauge marks and number of that barrel and the number of gallons it contains; we have that information in our books, the department has it in theirs, and the merchants have it in theirs also; out of a staff of seven, three are deputy collectors, 301. Could do with less than three deputy collectors if they were good men; would not like to say that political appointments are made; men receiving the higher appointments are generally good men, but in the lower grades the appointments are not good, they are just ward heelers; yet in office they are amenable to discipline; the accountant is not paid at all efficiently, 302. We have a complicated system of book-keeping, it is not only a straight keeping of books, but checks and counter checks have to be provided; acts as an actuary; a deputy collector attends to the bonded warehouse and to the vinegar factory; has to be there pretty much all the time testing the vinegar going through it and see there is no fraud practised; another in the cigar factory; though there are no preventive officers here our men do preventive service; all officers in outside service are started at the minimum, 303. Reports against men are not over-ruled; have sympathies with some men who have failings, especially drink; has no hesitation in reporting a young man who drinks; if there is anything wrong in the department in that line, will take some

GEOFFRION, VICTOR, M.P.—*Continued.*

during winter months some of these men are doing repairs and others are taken into the shops; thinks the great delay in payment should be remedied; these men have to take the statement of their time to the shop-keeper and sell their pay to get something to eat, 1223.

GEOLOGICAL SURVEY.—See *Mines, Department of.*

GERALD, W. J., Deputy Minister of Inland Revenue, 278.

Has been deputy since 1901, and forty years in the service; revenue has gone up from $8,000,000 in 1892, to $14,000,000 in 1906; had in 1906, 519 collectors and inspectors, inside and outside; receives salary of $4,000, with no emoluments; with such an increase of revenue an assistant commissioner is absolutely necessary; would be no conflict between the two, 278. He should be also a man thoroughly acquainted with the outside work of department, because that is where the revenue comes from; inside service not large staff, thirty-five in all; the work is not all the same, for on the statistical staff we want good, careful men to check every paper coming in; we have a branch of our department in all the large cities, 279. When clerk is appointed he is on probation for six months, and unless his conduct is very bad he retains his position; in promotion examinations only sets the paper on 'duties of office;' in promoting officers has to report on conduct and efficiency; the only chance of getting a man in at $500 would be to advance him to junior second after promotion examination, 280. Thinks that the minimum of the third-class should be not less than $700 or $800; no temporary clerks paid out of the inside vote; does not recollect dismissing any one in recent years, 281. All sign attendance book except two chief clerks; office hours from half-past nine until four, at times some remain later; all the inside service are in West Block; no one gets extra pay for extra services; most desirable that Superannuation Act be retained, it encourages men to work faithfully; many men leave our service for larger salaries than we can pay them; main revenue of department comes from distilleries; all grain coming into a distillery is weighed by our officers; distiller must produce a gallon of proof spirits from every twenty and four-tenths pounds of grain; the whole process of manufacture is carried on under supervision of our officials; rate of duty is so high that we cannot trust anybody; when grain is mashed and fermented it is placed in the stills where alcoholic vapour is driven off; from the time the beer or wash is placed in the still all the connections are sealed, 282. A large staff required at each distillery; chief man in charge would be present from 9 o'clock or earlier, till six; at Walker's distillery we have fifteen or sixteen men watching every operation; we follow the process from the time the grain comes in until the spirit runs in the vessel at which we determine the quantity subject to duty; if a mistake is made by distiller and he spoils a batch of grain we require him to pay the duty on the spirit that should have been produced from it; there are thirteen distilleries in Canada; to check the amount we have a stock book in which all grain coming in is debited to the distiller, against that is credited the grain taken for use in the distillery; when spirit is completely manufactured it is taken from the closed spirit receivers and rectified, then it is placed in storage tanks under lock and key, where it must remain two years, or indefinitely; certain allowances—for evaporation—are made on account of length of time in storage; bottled in bond under supervision; label over the capsule of the bottle is a guarantee of the age of the spirit; the date on it is the date of the manufacture of the spirit, 283. Spirits are reduced in the presence of officers; if there has been a loss in reducing, we require the distiller to pay the duty on it; then it comes back

GERALD, W. J.—*Continued.*

in barrels at a reduced strength of say 25 under proof, it remains there till sold; our collections are all made on the basis of a gallon proof; our officers follow it, whether in barrels or bottles until it gets back to examining warehouse and duty is paid; no smuggling of late; there can be no collusion between distiller and exciseman; special skill is required in making whisky; yeast being the great secret, for on proper fermentation depends the production of spirits, 284. Men have annual increments, also duty pay; we pay them sometimes $75 to $200 per annum; we keep no control over beer as there is no duty upon it; but collect tax on malt used; if malt is unfit for use it is destroyed in presence of two officers; they pay duty on malt before used, and brewer gets credit for that; if malt is destroyed they may appeal to Treasury Board for refund of duty paid, 285. With regard to cigars, the raw leaf comes in in bond, is locked up and delivered to manufacturer as he requires it, and every ten days he pays duty on the quantity taken out; every twenty-two pounds of leaf produce 1,000 cigars; duty on raw tobacco; nine-tenths of stemming is done in this country; cannot follow production of cigars as closely as whisky; stamps and labels are printed at British American Bank Note Company; cost of stamps on spirits is borne by distillers; cost of labels; stamps on cigars and cigarettes show duty has been paid; duty of preventive officer; about thirty preventive officers, but they are not generally known, 286. We prefer to turn confiscated liquors into the gutters; manufacture of methylated spirits is a monopoly of the department; manufactured at Ottawa; selling price, 287. May cover expenses before end of year; not potable; supply varnish manufacturers, that they will only use it for a specific purpose; the standards of weights and measures we use are sent out by British government; Imperial gallon is the only legal gallon here; inspectors visit all stores and other places every two years; they do not go to farmers, only to dealers, 288. Occasionally a scale is found false; case now is proceeding in Montreal; first case we have had for some time, and being of so serious a nature we feel an example should be made; we have an inspection of electric light and gas; we have a chief inspector for weights and measures, and an electrical engineer in charge of gas and electric light branch; the wiring in connection with the electric light is subject to provincial laws, while we inspect the meter by which subject is charged for his supply of electricity; we do not enter private houses unless asked to inspect; meters of Ottawa Gas Company are all tested and sealed before they are sent out, and are brought back every five years for inspection; another important matter under our jurisdiction is the adulteration of food; our food inspectors go and select samples just as they are offered for sale; the Act is a hard one to administer, but it is doing a great deal of good, 289. It applies to every article of food and drink, also to drugs; the inspectors are not supposed to make themselves known at first on entering a store, they buy an article, then they state 'we require this for analytical purposes;' they then divide article into three parts, leaving one part with the seller, sealed and labelled, so that seller can protect himself; the bulk of these samples come to Ottawa, where we have trained analysts; there is an analyst also in Toronto, Victoria and Montreal; liquors are analysed when a collection thereof is ordered; a question was raised in House of Commons some years ago that very bad liquor was being sold in Montreal, a collection was made, and in not one sample was anything found more injurious than the alcohol itself; there is a revenue from vinegar, in the shape of licenses and vinegar produced; a license to manufacture in bond is granted to the person who uses spirits free of duty in the manufacture of an article in which the alcohol is destroyed; in the manufacture of vinegar the alcohol is converted into acetic acid, 290;

GERALD, W. J.—*Continued.*

Mr. McGill is assistant chief analyst and receives but $2,300 a year, [illegible] salary at all for such a man; with his professional knowledge he ought to [illegible] at least $4,000; fertilizers are analysed, as well as food products, to prot[illegible] the farmer; a city excise man must have some idea of mensuration, for cannot improve his standing unless he passes an examination on our technic[illegible] subjects; an examination in these subjects cannot by any means be cal[illegible] easy; if a candidate obtains three-fifths points he is entitled to a second-cl[illegible] certificate, if four-fifths, a first-class one, 291. Has not known of a sin[illegible] case in twenty years of any officials being offered a bribe; officers in the outside service give bonds of a guarantee company; reports we get from outside indicate that instead of there being too many officers in the department, there are not enough; no man is put in charge of any survey or distillery unless we know his character and work, and until he has proved his fitness; outside service could be improved if we selected the men; highest salary of an outside officer, 292. There are eight women clerks in the department, and there are many applications to enter; it has been said that the increased number of women applying for entrance arises from the fact that they are paid better at the beginning and have better prospects than bright young men, such, however, is not the case, for women, as a rule, never rise to the high positions; correspondence with the Auditor General in regard to a refund of duty on raw leaf tobacco; the Department of Justice has given an opinion that the Governor in Council had no authority to pass the order granting a refund, and a draft Act was prepared last session to legalize those payments, making the Act retroactive; at same time the government had under contemplation a rearrangement of the manner of collecting the duty on tobacco, which in itself would have nullified the order referred to, but session came to an end without the question being reached; the contention of the Auditor General was right; we still, however, follow the order in council; the formal opinion of the Department of Justice is that the Governor in Council had no power to pass the order, 293. The inspectors receive their actual expenses; no one but the department is over them; would be desirable to allow the inspectors a per diem allowance to encourage them to travel and do their duty; would not ask a man in the department to produce a hotel bill; they have to swear that all their expenses have been incurred on government business, and if a man swears that he should not be asked to produce vouchers; we have a good lot of inspectors; these returns go to the Auditor General, 294. The returns of excise collections are remitted to the department daily or as soon as they reach $100; all collections are on the same basis; collectors of inland revenue, weights and measures and gas make returns every month; district inspectors send in a report; and is sent to Ottawa, where it is chequed with our books to see that it is all right; the department receives no actual money; everything comes in in the way of bank drafts sent to Department of Finance.

Statement showing departmental staff during years ending June 30, 1892, and June 30, 1906, with salaries, 295.

GIROUX, JOSEPH, Bridgemaster, Lachine Canal, 1212.

Is keeper of bridge No. 5, at $45 a month and $7 a month for rent; gets pay for overtime from Saturday night till Sunday 6 a.m., gets 15 cents an hour; and from 9 p.m. till midnight, three hours more, or $2.70 per month for eighteen hours' work, and for seven months till closing of canal, 1212. Or $20 and $45; works all Sundays during two months, or twelve hours' extra a day; all bridge keepers get $45 a month; wishes to have a pension system; since 1903 pay is $45; was formerly $38, 1213. Presents memorial of employees; when

HIROUX, JOSEPH—*Continued.*

lock is not open a man has to be kept on watch, and that without pay; the bridgemaster alone is paid the year round, the rest for seven months only; carpenters and plumbers work the year round; were all recommended for work by respective deputies without any examination at all, 1214. Custom-house officers get a suit of clothes a year; and on Intercolonial Railway they get uniforms; when a man is sick he has to get a supply or lose his place, 1221.

See *Memorials*, Lachine Canal, 1215.

HIROUX, THEOPHILE AVILA, Montreal Post Office Staff, 882.

Has given attention to the pension system; considers that with a proper system of pension a stability would be given to the service and an inducement to good men to come in; would get better qualified men; it would be better for the state that a man looking for a pension should accept a lower salary; is chief of letter despatch branch and is twenty-three years in the service; change of duty would be beneficial to a certain extent, but the sorting of papers and letters could not be well interchanged with other branches; the change might be made in some instances but not regularly, 882. Theoretically the work of a clerk should be varied, but the number of employees being so limited, we cannot afford to let a man go into another branch to learn the work of that branch; will translate the memorial, and send in a copy in English and one in French, 883.

HLASHAN, DR. JOHN C., Examiner, Board of Civil Service, 28.

Member for ten or twelve years; formerly examiner for the Military College; now inspector of schools for the city; a graduate of Toronto University; has had thirty-five years' experience as official examiner in connection with the Ontario government; was for eight years a member of the Central Committee of Examiners; superintends examinations in Ottawa; candidates in Commons and Senate sit at every second desk; we seat 120 in Commons; when candidates are numerous we use Senate and Committee rooms, with examiners and assistants in each; does not think there is much crooked work here, 28. Can easily detect copying, especially if one or two mistakes are the same; never known a case of personation in Ottawa; number of marks returned to Secretary of State, but names are published alphabetically; would be advisable to have the results published in order of merit, but might have to divide them into classes; candidates are just as good as formerly, but many now are women, 29. People with degrees do not come before us; more graduates of colleges are applying for positions than formerly, and that for three reasons; examinations are still about the same standard; in Ottawa last November out of 193 successful candidates 117 were women; thinks that the pay of women in the service relatively to the pay outside is much higher than the pay of men in the service relatively to the pay of men outside; there are more prizes for men outside the service than for women, and men will go where prizes are to be won, 30. A woman who can do simply typewriting has as much advantage as a woman doing translation from half a dozen languages, in fact a typewriter is perhaps paid higher; we get one testimonial of character from each candidate; personally would not require a testimonial of character at all, should be left to the deputy when making his appointment; does not think an inquiry into the character of the candidates is a part of our duties, because we cannot do it effectively; medical certificate is looked into by the secretary; the question of health should also be referred to the deputy at the time of appointment, as he may not be appointed for five years

GLASHAN, DR. JOHN C.—*Continued.*

after he has passed, 31. Rejected candidates return for examination; age certificate required; though the law at present admits a candidate at eighteen, but would recommend and two deputy heads agree, saying, 'We cannot take any of these young men, according to statute, until they are eighteen; but if we could take them in at seventeen and put them on work they could well do, we could be training them for permanent appointment at eighteen; would not like boys to act as messengers; would prefer no age be set for examination, but the age should be set for appointment; many of our candidates would have passed better examinations if they had come up three to five years earlier; physical defects should also be left for the deputy to decide, 32. At present there are two standards of examination; would recommend three, one for messengers and such like, about the same as the Preliminary; one somewhat lower than the present Qualifying, and on different subjects for temporary writers, copyists and railway mail clerks; there is great difficulty now in getting enough railway mail clerks for service in Northwest; for the higher appointments a third and more advanced examination than the Qualifying, and any person who passes should not be asked to pass any further academic examination for promotion; in England there are different examinations for different departments and offices; here one common examination; deputy head should have the right to regulate the questions for his department and should be consulted; transcription should be struck off; composition should include precis making, for second-class omit bookkeeping, 33. Shorthand and typewriting might be made compulsory instead of transcription; punctuation should come under composition, and certain attention paid to it; also to capital letters; candidate should be allowed to choose which language he shall write in; would like to add translation, 34. For promotion examination, subjects are penmanship, orthography, arithmetic, composition, duties of office and a report on efficiency; order in council reduced these to two; Minister of Justice decided that there should not be less than two; and those two should be at the option of the department concerned, 35. On being transferred from one department to another the deputy head should not be obliged to receive a person unless he has passed an examination or its equivalent in that department; at examinations candidates are numbered, if the names are unknown our consciences are easy; thinks examiners should not preside at centres, 36. Teachers are the best to preside, but owing to the times at which examinations are held all teachers are engaged; if the time could be changed we could have the teachers and better rooms in high schools and academies; more liberty should be given to the Board in regard to examinations; promotion examinations should be held before March 31, or during Christmas holidays; if the competitive system could be carried out it would be an excellent thing, 37. The competitive system means that you would have to give the more successful competitor the particular advantage he should have; men appointed solely on account of their intellectual attainments as a rule turn out to be men of high character; there was bitter opposition to this in the Indian Civil Service at first, but that prejudice was swept away, and these men are the best administrators in England to-day; competitive examinations if wrongly applied to Canada would be more mischievous; logical result of competitive examination would be that when a vacancy occurs application should be made to the Civil Service Commission, politics would be eliminated and you would get the best trained men in the service, 38. Also besides exclusion of politics the deputy might reject a man who is not suitable; temper or disposition would render him unsuitable, 39.

GOBEIL, A., I.S.O., Deputy Minister of Public Works, Ottawa, 1088.

He is senior deputy minister; has gone through all grades; thirty-five years in service; appropriations for department totalled last year about $11,000,000; salary $4,000, no other emoluments since defunct board of arbitration; the permanent officers do nothing but actual work in department; has a staff of thirty, including Mr. Gelinas, who has charge of official correspondence, and the whole of the records, also in charge of the accounts; although we have an accountant who is responsible for accounts, the law makes the secretary responsible; there was a little overlooking of the rules by Mr. Gelinas in his travelling expenses, there was nothing wrong, it has all been arranged; Mr. Kingston is accountant, 1088. He is not sufficiently paid; though the expenditure is the largest of all departments, yet the accountant is the least paid; Mr. Lafleur is chief engineer, is in service now twenty years; has acted as chief engineer for seven years, though not appointed; Mr. Ewart, architect, has been in service thirty-six years, appointed in 1897; though sixty-four years of age and on retirement fund, if anything happened, would only get the amount to his credit; he is one of the most efficient and best men for the position; outside architects working under Mr. Ewart draw more fees in a month than he does in a year; architects a long time in department on going out into business are at a great disadvantage in competing with younger men, 1089. Mr. Steckel, senior chief, is forty-seven years in service; was transferred from inside to outside, then came back; as a result of these changes he lost advantages of superannuation for all the time that lapsed between first appointment to the inside service and his second appointment; while rendering service to government he was working harm to himself; in eight years he would have ceased contributing to superannuation fund; late appointments to inside service have either been university graduates or have passed the examination; is consulted in most recommendations, 1090. Would be a matter of justice to the architectural staff and other staffs at headquarters if put under civil government; all on the temporary list are liable to suspension, they are under the control of their immediate chiefs; have about 300 men on the list, and number who do not behave is very small; has same careful supervision over outside as over inside service; all the engineers, architects and other professional men are in outside service; for luncheon an hour or hour and a half, 1091. All both outside and inside sign attendance book in morning; then there is a luncheon book they sign going and coming back; sign at end of day also; possible for a man to sign book then walk out; office hours 9.30 a.m. to 4 p.m., some later; since fire in West Block the records are in a good state, but there is not enough room; has adopted the flat file system, 1092. There are stores for Georgian Bay canal in Imperial Building, also in Corry Block; records of department are not sorted out yet; records relating to city of Quebec since conquest remained in Department of Railways when divided in 1879; there are some very valuable historic documents relating to 1835 or 1840 as far back as 1825; thinks all these records should be sent to the Archives; lately it was proposed to establish a mapping bureau, and the departments have come together and discussed it, but this department was the only one adverse to it; other departments make their own maps, Public Works only makes sectional maps or plans of its own works, 1093. Same number of men are employed by department at Ottawa as fifteen years ago; officers, in trying to get increased pay, get help from whatever quarter they can; abolition of Superannuation Act was detrimental to the service; without it there is no stability or interest in the service; its abolition was a serious blow to the service; some leave service for better positions, but as a rule, since classification of non-permanent officials, they are much better satisfied; number of architects about forty, all acting at

GOBEIL, A.—*Continued.*

headquarters, Ottawa, 1094. In the extra engineering staff there are fifty-two; thirteen assistant engineers, seven draughtsmen, twenty-eight book-keepers, clerks and copyists, and four messengers; hydrographic work for the purpose of charting the rivers for navigation is done in Department of Marine; our department does the work necessary for execution of important works; in giving out contracts the security is sent to Finance Department; government is carrying out systematic surveys of Georgian Bay canal with the view of taking it up as a permanent project, the surveying is practically completed; besides staff at headquarters there is an outside engineering staff, all paid from Ottawa and under control of chief engineer; they are all qualified engineers or surveyors, draughtsmen, 1095. A draughtsman must know how to take a copy from a tracing plan, then be able to draw a plan of a building, make a perspective of it and colour his plan; there is less dissatisfaction on account of pay than formerly, formerly the increasing of salaries of engineers was left to the Minister, engineers now are made into three classes, they go from one to the other automatically if there is nothing against them, with increases of $100 a year; the man who does his duty knows that if he works well he will get his increase; there are no shiftless ones among the engineers, if any are found they are dismissed; there is one paymaster at Ottawa and three outside; where works are being done by day labour, the cash is sent to the paymaster, who gives a guarantee bond, he pays out the money, sends back the pay-sheets, and when they are signed they come back as vouchers for payment, and credit is given for the amounts sent him; have practically no stores, everything is bought at current rates; there is a system of requisitions and a system of books by which we keep track of requisitions made and of where the stuff goes that is bought, 1096. There is no check to show stock on hand agrees with the books, because there is hardly any stock on hand, for what is required only is bought; there are forty-two extra assistants employed, most of them are clerks, appointed by order in council, but instead of deriving their status from the Civil Service Act, they derive it from a special vote of parliament every year; can tell when clerks are needed when the work is going behind, 1097. Percentage of inferior clerks coming into department is very small; the mail clerks attend to the sending away of letters, numbering them, entering them in a book, indexing them and keeping the registered letter book, work requiring to be done by a careful man; thinks every one on that list should be made permanent, contribute to and have benefit of superannuation fund; if deputy minister, with approval of Minister, reports that these persons are good officers and worthy of entering the department that certificate is worth as much as any examination; means those who are in department for some time, 1098. But new ones should pass examinations; does not approve of an independent Civil Service Commission governing a department; record clerks file away our documents and index them, hunt up any record that is required; non-permanent officials are divided into two classes, technical and non-technical; the latter receive an increase of $50 a year, and are divided up to $2,000 a year into first, second, third and fourth classes; as the technical men require to be better men and have probably to spend more money on their education, they receive an increase of $100 a year; the draughtsmen are divided into three classes, and engineers into four, and they are promoted from one to the other as they show qualifications and good work; the monthly pay-list is certified to by the secretary, who declares the clerks to have been in constant attendance, 1099. Thinks there are about 3,000 persons altogether in connection with department; there are about 6,000 miles of telegraph under our control; a superintendent is stationed at Ottawa and country divided into districts; all temporaries are now paid out of same

GOBEIL, A.—*Continued.*

vote; the general superintendent of dredging and his assistant have an office in Ottawa, not much dredging been done in the Yukon, 1100. In appointing inspectors of dredging on recommendation of local men, we insist on them being men of good standing and repute, that they make a declaration that they are not in any way connected with the contractors; the government engineer or his subordinates could not be present at all the works going on, but the engineer or superintendent of dredging visits the places at times; would have inspectors under control of department, and with no local interests; was no clerk of works for the tower that collapsed, the clerks of works of all buildings being carried on in Ottawa are government men; architects are drawing plans all the time; George Goodwin was the contractor and there is no doubt it was a faulty construction, 1101. Mr. Goodwin is personally a good contractor, and while doing other work relied implicitly on a foreman to build the tower; it was with the open consent of the department that there was no clerk of works; it was right under the eyes of department that all might see what was going on; he put up tower and is now before the courts trying to get $14,000 or $15,000; for buildings away off outside architects are employed on commission; 2 per cent on estimated cost of building if they only prepare the plans; 3 per cent for plans and sketches and 5 per cent when doing work to completion; this department furnishes furniture to other departments, at retail prices according to catalogue, 1102. Chairs are bought by the hundred, but not the desks, as no two men want the same kind of desk; the sum of $193,000 for repairs and furnishings included maintenance, repairs to roof, stonework, glazing, plumbing, heating, gas fixtures, &c.; Ottawa Electric Company supply light for $33,000; heating of buildings cost $95,000; thinks $300,000 a year not an excessive sum for maintaining; government buildings are carried on more economically than those of United States, England or France; thinks from experience that the taking care of the grounds could be done cheaper by paying better wages to good men and not having so many, 1103. In architect's and engineers' branches there are very few graduates of Kingston Military College, but get a few from Toronto universities, McGill, Polytechnique of Laval; build armouries for militia; has also control of harbours and piers, expenditures on all of which were made on reports of district engineers; wharfs are built on petition of inhabitants through local member, it then goes to Minister, 1104. The Minister himself is responsible for the places where the works are to be done; wharf at Hull cost $35,000; a conductor of a wharf is the same as clerk of works, or inspectors, in Quebec they are called conducteurs, or conductors; derive our main revenue from slides and booms; has charge of graving docks at Lévis, Kingston and Esquimalt, 1105. Last year there were 1,100 votes connected with the department; Mr. Steckle prepares the estimates; the expenditure of department in 1880 was $850,000; now it is over $10,000,000; yet the increase of pay has not been commensurate with that increase; thinks engineers have no great hopes of the future, there is no superannuation and family will receive nothing; inspectors and engineers when travelling send in their account declaring everything they spent was on government business; anything he spends on a cold or when sick, comes out of his own pocket, 1106-1107.

Memo.: Department of Public Works, Canada, comparative abstracts of staff lists for fiscal years 1891-2 and 1905-6, including official positions, architectural branch, engineering branch, telegraph service, general departmental service, outside telegraph service, 1108-1109.

GORMAN, R. H., Lockmaster at Lièvre Lock (letter), 1170.

Asks for an increase of pay, also for back pay, the increase lockmasters got four years ago; was appointed in 1897 at $40 a month; as this lock is under Public Works Department and not under Railways and Canals Department he did not come in for the increase other lockmasters got of 25 cents a day on May 1, 1893; should have got that increase, amounting now to $365; is informed they got another increase May 1, 1907; lock not in operation for last three years on account of landslide; that, however, did not lessen his work, as he had two booms to attend to, a safety and a swing boom, that had to be opened and closed when boat passed through, to prevent sawlogs and flood wood filling space wanted for boat; has done this without assistant since landslide; also other works, as keeping grounds in repair, &c.; general pay for labourers here is $2 a day, 1170.

GOURDEAU, LT.-COL. F. F., Deputy Minister of Marine and Fisheries, 639.

Has been in the service forty years; present salary $4,000; if retired how would receive $2,800; department spent last year over $6,000,000; duties of officers, 639. Tidal survey; Lighthouse Board; board does not increase expense, it hears all suggestions, and informs Minister what is required; board acts as a buffer between Minister and applicants; when board sits and decides on any question a report of its decision is prepared by secretary and presented to Minister; notices to mariners are sent to Admiralty in England and all over the world; commissioner of fisheries, 640. Clerks could not be lessened in number; had sixteen first-class clerks, nine second-class clerks, twelve juniors; all doing good work; one extra clerk has been twenty-five years in service is now made permanent; has lost many men on account of small salary; if a man is a good clerk he should not receive less than $800; thinks $800 is the lowest salary that should be offered to a man of education and some ambition to get on; banks can get smart young men for less than that because in a bank if a boy is intelligent and smart he can get on in five or six years, but in Civil Service even a good clerk will get increase very slowly; in his first five or six years he will get into debt to live decently; and will have to live to a good old age to get out of debt, 641. There are two women on staff; in the employment of women there is disadvantage, you cannot utilize them as men, you cannot confide to them outside business necessitating travelling; there are forty odd people as extra clerks; the fishing bounty business takes between twenty-eight and thirty-two clerks; there are over two thousand cheques to be made out in a limited time; every application for a bounty has to be strictly examined; vessels are paid by the tonnage, and the fishermen so much per man provided a certain quantity of fish is taken; clerks get three weeks leave of absence; has dismissed clerks for intemperance; lunch hours are from 12 to 2, half go from 12 to 1, rest from 1 to 2; origin of this department was the Trinity House, at Quebec, and its records are in possessison of the Harbour Commissioners of Quebec; a lot of valuable records were lost when Western Block was burned, 642. Offices are in several buildings; our maps have as good a reputation and standing as the Admiralty maps; hydrographic work is absolutely distinct in England, no other department interferes with it; political influence used by clerks to better their positions does not help them much if a good clerk, if a bad clerk the Minister will not pay any attention to it; the abolition of Superannuation Act was not fair to those coming in; government should do as the provincial governments and give an annuity to the widow and the family, 643. Would be fair to employees if some kind of Pension Act, including a pension to widows, were re-enacted; thinks every large paying and receiving department should have an assistant deputy; the assistant deputy cannot clamour for more money if

GOURDEAU, LT.-COL. F. F.—*Continued.*

there is a stated amount attached to his position; in one branch of the department there are cases in connection with registration of ships, pilotage administration of different provinces, &c., and unless an officer makes a special study of that he is absolutely at sea; many lawyers consult these officers; the increased business of department justifies the increase of staff; the increase of business is 450 per cent; dictates every day at least fifteen or twenty letters in English and French, 644. There are about 2,000 men in outside service; stores are kept at different places; store books are kept; in the store books are kept accounts of receipts and expenses, i.e., if a foreman at Sorel wishes to repair a small boat, he makes a requisition for what he wants, &c., that is sent to the supply man, who examines and checks them, list goes to storekeeper and is checked again and charges are made to an account for that service; audit made once a year; suppplies are got by lowest, advertised tender; there are some professional men in department as accountants called in by the Minister, as an onslaught had been made on department and confidence of people was shaken; they found two duplicate payments for some few dollars in each case and were making such a fuss about it that the Minister, on recommendation of Mr. Butler, who said these same auditors had done good work in his department, engaged them to go over the accounts in our department for the preceding year, but they found nothing wrong; and the bookkeeping of department was perfectly sound, 645. These accountants were paid at rate of $75 a day; a scale of salaries applicable to lighthouse keepers was prepared last winter; they have been divided into seven classes, the first class where they have whistling apparatus and a complete set of machinery for working it, and the lowest is where there is simply a pole light, with a salary of $25; has agents at several places; supplies are purchased at Ottawa; the steamers placed at Quebec are the *Montcalm*, the *Druid*, the *Constance*; has succeeded in three cases to give the victualling of the officers and men to the captains of the boats, and in each case has been able to save several thousand dollars a year; thinks this is best system; Commander Spain submitted a memo. of daily rations, which was approved by Minister and which the men are to receive; agents have no right to carry on any transactions with the public without sanction of Minister; lowest tender is accepted, 646. Were several grocers to unite and send in a circular it would be known right off as it would be under consideration in a couple of weeks; the clerk examines it; if he finds a person is offering to sell above market price he is reported to Minister and cut off the list; goods are not kept in stock; case of Merwin recalled; where the officer who purchased the goods on authority of acting Minister, that has ceased, it cannot be done now, 647. Case of Strubbe recalled, he being paid $11,000 for cement at $2.20 or $2.30 a barrel, whereas Owen Sound Portland Cement Company was paid for apparently same cement, $1.85 a barrel; the difference in weight, however, made the price even; Mr. Coughlin is a manufacturer of chains, &c., he gets custom if tender is lowest; Canadian Fog Signal Company received large payments for fog signals delivered on tenders; the parts that were under patent could not be called for; Mr. Wilson, of Ottawa, supplies the automatic gas and whistling buoys, 648. The filling of these buoys with acetylene gas is not more dangerous than lighting a gas stove; the faulty buoys were brought from England; there is no danger in the Wilson buoy; the process adopted in department in preparing the estimates is that the different agents are asked to send their estimates, but previously the inspector visits all lighthouses in his district, noting everything that is wanted or is out of repair; tries to keep within the estimates for the year, the present

GOURDEAU, LT.-COL. F. F.—*Continued.*

Minister saying he would hold the accountant responsible if anything was paid for that was not estimated for; and is particular in exacting a monthly statement showing how appropriations stand, 649. At end of every year the officials would let matters stand till the beginning of next fiscal year and pay for them then, though they belonged to previous year; present Minister squared off all such matters last year; he got from the accountant a statement of every agency and insisted that not a single dollar was to be paid this year that should be charged to last fiscal year; the overlapping amounted to about $300,000; the practice was a legacy of many previous years; marine service comprises thirty-six vessels; every officer on travel asks for an advance, states the purpose for which he is leaving, the time he leaves, how long it will take him to do the work; and the amount advanced is based on probable time of absence; no further advance is given till the previous advance is accounted for, 650. There are seventeen Marconi stations all under control of department; no one can establish a system of that kind without license from Minister; each application to build a station is considered on its merits; we get lighthouse supplies from whoever puts in lowest tender; Minister is revising salaries of officials in meteorological office in Toronto; as well as the lighthouse service, 651. Engineer in charge on Atlantic coast; chief engineer in charge of St. Lawrence ship canal; all dredges and vessels of the district are looked after and repaired at Sorel; wages at Sorel shipyard amounted last year to $250,000; all kinds of vessels and steamers there, 300 men being employed there all winter; in the height of the season there are nearly 600 men working there, 652. Work for three or four of the departments is done there; building two more vessels for fishery protection in British Columbia; it is estimated that in British Columbia waters alone about $4,000,000 worth of fish are illegally caught; department has cold storage for bait, and has bait freezers on Atlantic coast; a company is formed with sanction of local government, they then come to department and receive one-half cost of building and a bonus for the first five years; development of herring-curing scheme, 653. Fresh fish trade is increasing, $60,000 being in the estimates to facilitate the transfer of fish in refrigerators, so that now the fish will be bought from our own fishermen; though the dogfish is used as a fertilizer and for oil, yet more money could be got by selling it in the Japan market; no conflict with Auditor General, and are always happy to follow his advice; coal was bought from Archer & Co.; it was unscreened and so dusty it could not be used; engineers refused to burn it; it was sold back to Archer, and he mixed it with good coal that would burn and it was bought back again; there is now absolute control over cheque books; a messenger stole some cheque books, filled up two or three blanks, and forged the signatures for $300 or $400 and bolted; Bank of Montreal had to refund; it was a very poor forgery; now cheque books are kept in a safe; revenues derived from the wharfs, 654. Government builds a lot of wharfs in different parts of the country, and so long as they are not transferred to department they do not come under the Act; but when they are, the vessels using them have to pay top wharfage and tide wharfage according to tonnage of vessels; top wharfage is paid according to whatever goes over the wharf; then a wharfinger is appointed and the trouble begins; would hand over wharfs to municipality, if they would keep them in repairs, but they refused; the wharfinger gets 25 per cent of returns and the balance goes to Receiver General, 655.

Statement showing special votes, out of which clerks are paid, in 1891-2 and 1905-6, 656, 657.

GOW, JOHN ECKFORD, Special Class Exciseman, Joliette, P.Q., 349.

Appointed in 1888; collector at Joliette division is Mr. L. V. Labelle; there are three clerks at head office; is distillery officer at Berthierville, but attached to Joliette division, one of the third-class; was moved about much before marriage, not much since, 349. Suffered great disability in moving from one province to another in the education of family; salary $1,500 and $150 duty pay, cost of living is a little lower here, rent is lower, education fees high; sent here because distilleries are of recent origin down here; office hours are from seven to four for some, his own are from eight to six; extra pay for overtime; there is a night officer and one officer working all night, both receiving $25 a month in addition to salary; men change about for night work; would draw attention to fact that an officer does not get more money because he is in largest distillery, 350. Compensation for officer with 'long service'; have men in service appointed at an age when difficult to pass an examination, yet have been in service twenty-five years and over still giving good service; young school boy outstrips the old man; would suggest compensation of about $50 a year; would say that superannuation is based on salary received for three years past; contends that it is unjust that officer pays into superannuation fund for thirty-five years and may die while still in service, yet family receives no compensation; if increase of salaries is recommended would suggest that time of payment be assured; if government decide to acknowledge grievances and increase salaries that remedy be applied at once, at least half now, balance before two years; considers the advance in price of commodities will last some time; would plead for an additional raise for lowest class officers for they suffer the greatest hardships in matter of salary; these men should be placed in a comfortable position; average salary, 351. There is a lack of men in one or two of out offices; one man at St. Jacques not satisfactory, he is not an officer, but divides this duty with others, admits his own unsatisfactory work, but considered he was doing enough for the pay he got; legitimate to conclude that good men will not enter service; remarks are made about insufficiency of pay; a young man in this service in the third-class and in an average town should receive $900 or $1,000 a year, 352.

GRAHAM, WILLIAM, Second Engineer at Printing Bureau, Public Works Department, 1134.

Receives $75 a month; has been there since 1888; shares the day's work with Mr. Thompson; began at $65 a month and has had one increase in eighteen years; is paying principal and interest for house at same time, or about $15 a month; was formerly railroading at $125 a month, but had two accidents and family persuaded him to work at something less dangerous; cannot compare steam plants in neighbourhood with that in the Bureau as to salaries paid; engineer at Eaton's store at Toronto told me what he was getting and thought it was very reasonable compared to his, 1135.

GRANT, M. D.—See *Civil Service Association.*

GRAVEL, A. T., Inspector Weights and Measures (letter), Three Rivers, 374.

Que le salaire qu'il a n'est pas suffisant au prix que coûte la vie aujourd'hui; car depuis dix ans le coût de la vie est monté tant qu'au loyer etc, de 35 à 40 pour 100, et le salaire est le même qu'il était il y a vingt ans; de 1887 à 1897 les revenus du bureau ont été de $9,859.82 et le salaire des trois employés pour ces dix années a été $22,000; de 1897 à 1907 les revenus ont été de $13,225.80, et le salaire des deux officiers a été $15,000, 374.

GRAY, F. WOOD, Assistant Tide Surveyor and Preventive Officer, Quebec (letter), 152.

Appointed preventive officer in 1884 at $600 a year; from 1893 to 1898 was assistant tide surveyor at $1,000, since 1898 has acted as shipping clerk; names the many and varied duties of such; also performs duties of tide surveyor in that gentleman's absence or sickness; as preventive officer holds a 'writ of assistance' covering the whole Dominion, and has made inportant seizures; hopes Minister, for length of service, twenty-four years, and importance of duties performed, will grant increase of $200; would refer to collector for the manner in which he performs his duties; J. B. Forsyth, in a letter, concurs in the above reasons and recommends increase, 152.

GREGORY, JOHN URIAH, I.S.O., Agent, Marine and Fisheries, Quebec, 686.

Has been in service forty-four years; his salary is $2,200 for the last twenty years, while expenses of his agency have gone up from $200,000 to over three-quarters of a million; in his office fifteen or eighteen clerks, on the premises there are about 100 workmen, and has to look after all lighthouse keepers from Montreal to Atlantic, including Baie des Chaleurs, Anticosti Island and Straits of Belle Isle; agency takes in all the lights from Montreal to the gulf; looks after steamers *Druid, Montcalm, Champlain, Eureka* and the *Princess;* also four lightships, 686. Coal is bought by contract from mines in Nova Scotia; contract is let by department at Ottawa, and the company delivers the coal to us here on wharf at so much a ton; other articles as chains and anchors are bought by tender; the plates of the screws of an ice-breaker cost from $275 to $300 each; if Drolet's price is not higher than other peoples he gets the contract; he has an establishment on the ground, and the fitting has to be so well done that it is an advantage to have it done here; Drolet gets preference in purchasing fine machinery, as revolving lights and gear, as there is no one else in city to do the work; the superintendent and inspector certify that work has been done, that the prices are fair and the work necessary, 687. Does not get goods by public tenders, but gets prices from seven or eight different men in the trade, friends of administration, groceries are obtained in same way; oil for lights is got in Ottawa by contract; small articles are got here by tender and divide up orders; store books kept here have been inspected by Audit Office; they went all over store; has books showing what was taken in and where everything has gone to, 688. Has buoys of different sizes in our shops, we do not keep many on hand for you can never tell what kind you want most of; one man may have a bill of $23,000, but item after item of that has been charged to a different service, so that he can tell what each lighthouse or steamer costs to keep a year; has large forge and boiler shops, we make our own boilers, boats and gasolene launches; has about sixteen or eighteen of these acetyline buoys in stock, they get out of order and our captains will not load them while in the water, but will take down a buoy that is already loaded and put it in the place of one that is out, they bring that back and after it is well dried it is loaded; has about twenty acetylene buoys in agency; replacing the Pintsch gas buoys with the acetylene a far superior light, 689. Twenty tons of carbide in stores now; cost of labourers has increased from 10 cents an hour to 25; cannot get a labourer to work for $2 a day of nine hours; wages of carpenters, blacksmiths and mechanics have gone up from $1, $1.50 to $3 or $4 a day, and the agent gets no increase; has had no increase for twenty-three years; officers on Dominion steamers, and the men also have had their pay considerably increased; many of our lighthouse keepers are paid less now than thirty years ago; the lighthouse keeper at Bird Rock had $1,500, now he has $1,800; these men have the fog alarm to run night and day; they generally need an assistant; department is considering the question of raising the rates of pay

HAMMOND, W., Letter Carrier, Toronto, 985.

Working under new Bill; was sick two weeks and lost pay; lost three days when father died, and lost pay again; when he approached Mr. Lemon about it, he said, 'it is very unusual for you to come here and ask for pay, we cannot help your father or anybody else dying, you will get your pay for the time you work;' other men get sick pay; is twenty-nine years old and has eight years of service; receives $2.25 a day, with five per cent deducted; would accept any position to better himself, 985.

HARPER, JAMES F., Transfer Agent, Hamilton, 989.

Work hours irregular and depend on arrival of trains; did not accept new Act; transfer agent requires mental activity; if trains are late, mail is despatched by some other route; has to undergo examinations on train connections, and duties; previous to his appointment as transfer agent the position at Hamilton was held by a mail clerk, receiving $800 a year; now those duties are doubled, hours lengthened, yet witness does not receive the salary the mail clerk got; has also to despatch over 500 letters from various mail services and put them on proper train; has been transfer clerk for twenty-three years; position is harder as the trains and mails increase in number; mails have more than doubled; thinks he is the only transfer agent in the division under the old Act, and if the duties he performed ten years ago were worth $600, his present duties should be worth $1,000, considering increased cost of living, 989-990. Asks an increase of salary; is still after twenty-three years' service receiving $600; to get an increase had to come under new Bill; his dangerous occupation did not justify him in risking loss of sick pay and full superannuation; if he had accepted new Bill would have had to receive day-pay, and if injured would lose sick pay; 'good times' have increased cost of living; $600 years ago was equal to $1,000 at present time; with present salary cannot do justice to his family, much less if he became incapacitated; works every day in the year including Sundays, and full time on all statutory holidays, receiving no extra pay; duties have more than doubled while salary has not increased in eighteen years; wishes a recommend for an increase of salary, 991.

Memo.: Supplements memo. with a few facts; during twenty-three years was never fined nor reprimanded; thinks a man should be paid for what he is worth; if capable in discharge of duties his salary should be increased and his only pull should be merit; at Hamilton two transfer agents perform the work day and night; suggests a third, making an eight-hour day; seven years ago rented an eleven-roomed house at $15 a month, paying rent, &c., by keeping roomers; now the rent has increased to $35, forcing him to seek another at $10 a month; cannot exist on $40 a month; could not accept new Bill without losing sick pay and superannuation; suggests that after fifteen years' service transfer agents be advanced to maximum of new schedule, if capable and qualify in examinations, 992.

HARTLEY, J. McL., Mail Clerk, Toronto, 994.

Average run of a mail clerk in Toronto district is 180 or 200 miles; travels alternately day and night from Toronto to Montreal; mail clerk has to alight from train to clear pillar boxes at stations, and at last moment to enter cars hurriedly by two or three perpendicular iron bars; thinks accommodation on Canadian Pacific Railway is much better to-day than the Grand Trunk Railway in general; mail car could be much improved and made heavier, 994. Has had nothing destroyed so far by fire, but a suit of clothes was spoilt by blood in an accident in 1897, but received no compensation; about twenty-five mail routes in Toronto district; the Great Northern runs out of Toronto,

HENDERSON, WILBUR, Deputy Collector, Toronto, 413.

Is deputy collector and has been twenty-four years in service, they are not eligible to enter charmed circle of special class excisemen, are supposed to be in line for collectorship; deputy collectors can be and are appointed without examination; class A is not a promotion after examination from class B; officers enter class A without passing through class B; special class excisemen should be recruited from those who pass the examination; has passed all the examinations; would call attention to a certain class of officers receiving greater salaries than deputy collectors; there are five deputy collectors in the same position, 413. Salaries should be in proportion to duties and standing in the service; as deputy collector is next to collector, but there is another officer in division below who receives a greater salary; he is a special class exciseman; instance of an inferior officer receiving greater salary than his superior; would have been on special class list had he not been appointed deputy collector; claims that a deputy collector should rank higher than a special class exciseman and be paid more in proportion to his duties and responsibilities,414.

HIGMAN, ORMOND, Chief Electrical Engineer in Department of Inland Revenue, Ottawa, 445.

Administers four Acts; reads letter stating his position, 445. Formerly did most of technical work connected with weights and measures; was appointed chief electrical engineer; all the old inspectors who were in existence prior to passing of Act retain their offices, exofficio; has thirty-five inspectors outside paid by salaries; ranging from $500 to $1,800; receives salary of $2,600; commenced electrical service in England; came to Canada and was for twenty years chief of operators' staff and electrician for Montreal Telegraph Company at Ottawa; in 1892 was called on by government to inaugurate the electrical inspection work; inspectors are placed in sixteen districts, they have to visit every electric lighting plant; if private owner wanted meter inspected officers would have to do it; inspectors map out a week's work where meters need inspection; they go wherever required, an electric lighting company may get in a dozen or two new meters to be inspected before use, and inspector goes as soon as notified, 446. Receives bare travelling expenses, sometimes their accommodation is not very decent and rough; by experience one does not cover his own expenses; service would be greatly improved under a per diem allowance; revenue from electrical inspection amounted last year to $35,000, and expenditure about $8,000; revenue from combined gas and electric light inspection was about $58,000; some assistants get as low as $500, while one inspector gets $1,800; salaries about same as fifteen years ago; higher standard is required for inspectors and assistants; electric companies insisting that we provide better men, 447. A graduate of university with diploma of electricity would not long remain in our service at our salary; the universities are turning out hundreds of these young men every year and they cannot all find employment, so some may remain with us if we treat them fairly; for efficient administration and due regard to economy a consolidation of the weights and measures and gas and electric inspection should take place; there would be no additional cost as we have all the officials we require; present work is an anomaly; considers the consolidation should take place, and that a superintendent of standards should be appointed, 448. Receives $2,600 salary since 1904; districts same in number now as then; revenue in 1894 was $5,000, last year it was $35,000; fees the same; is not under Superannuation Act, but if Act is restored hopes to receive benefit; hours of work irregular, often far into night, when away office is closed; undertook alone introduction and administration of Electrical Inspection Act; it is harder

HIGMAN, ORMOND—*Continued.*

now with the four Acts to administer; has no proper assistance, is not allowed assistance and pays typewriter out of his own pocket; deputy minister is his chief; necessarily often absent from Ottawa installing new inspectors and supervising their work; spends about three months away from Ottawa; has one assistant lately appointed, 449. There was no Department of Trade and Commerce when this system of inspection of weights and measures, gas and electricity began; the standard pound weight was obtained from Imperial authorities; Sir Henri Joly de Lotbinière thought a metric system would be desirable in Canada, and on many occasions expressed that belief, also published a pamphlet on the subject, 450.

Memo. on classification and reorganization of inspection service: As same set of officers perform this work of inspection, all candidates should pass qualifying examination in electricity prescribed by section 11 of Electricity Inspection Act, 1907; should also pass Civil Service qualifying with some special features added, e.g., mensuration, construction and testing of weighing machines; as inspection of gas, &c., is a part of weights and measures system, thinks the three branches of service could be administered as a distinctive department of government by a single chief officer, called the 'Bureau of Standards,' presided over by a technically trained man, a graduate in applied science with a thorough practical and theoretical knowledge of electricity; two technical experts are suggested as chief inspectors, one for east and one for west of Canada; such inspectors to supervise all three branches; such system would not increase cost and would result in a decided improvement in service; that inspection districts be co-terminous, and classified as to revenue earning capacities; that salaries of inspectors and assistant inspectors be arranged proportionately thereto, minimum in each case not less than $800 a year, 450.

HILL, WILLIAM, Fireman, Supreme Court, Ottawa, 1143.

Has been fireman there since 1891 and assistant nine years; by orders of Registrar has to open the law library early every morning; figures in the statement handed in are partly from Toronto and Peterborough; wages mentioned therein are those actually paid by manufacturers; has no connection directly or indirectly with the union; engineers in charge of city waterworks in Ottawa get $79 a month for an eight-hour day, 1143. Oilers get $50 a month; there is quite an amount of skill required to become a fireman; or he will waste coal and not obtain the pressure required on his boiler; there is a great knack in spreading the fire and getting the best results; is in full charge of the building; is now acting as fireman though over seventy years of age; has had no complaints about his work; did not get position through politics, 1144. Superannuation does not apply to a man in his position; he worked on these buildings under contractors; has engineer's qualification papers; leaves his case to Commissioners; the engineers he is acquainted with get from $85 to $120 a month; a fireman makes from $70 to $80; has to regulate heat in the buildings and is at call of the judges and officials, 1145. Compensation for labour is inadequate and not reasonable compared with increase of wages; may say that Mr. Cameron exacts a great many things to be done that one could object to; entered the service because there was an opening suited to his physical capacity, 1146.

Memo.: At Supreme and Exchequer Courts, there are two men on heating staff, one on in the day and the other at night; they work seven days a week of eleven and a half hours a day for six months, and at sixty hours a week for remaining six months; has to deliver and receive parcels per express, and open library for lawyers; has to perform duties of engineer and caretaker

HILL, WILLIAM—*Continued.*

since 1891; he receives the small salary of $55 a month, and is responsible for the fire apparatus and its condition; his assistant, in service for nine years, now receives $50; does not see why they should not receive remuneration for long hours; cites scale of wages of engineers and firemen; at City Waterworks Pump House, engineers in charge on eight-hours shift, per month $79, with $2 increase a month up to $1,000, and for overtime; oilers on waterworks get $50, the duty of oilers is not to be compared with firemen; a competent fireman often makes a competent engineer, 1146-1147.

HILLMAN, N. F., *et al,* Lock and Bridge Tenders, Welland Canal (letter), 1239.

The lock and bridge tenders of Welland canal ask a readjustment of their salaries on a fair and living basis; (1) salaries remain same as twenty-five years ago, $45 a month for eight and a half months a year, yet cost of living has greatly increased; (2) the other branches on the canal got increases three years ago and shorter hours; (3) are required to be on duty twelve hours day and night, others nine hours; (4) the labourers receive $1.50 for nine hours; they $1.66⅔ for twelve hours work; (5) outside labourers receive $1.75 to $2 per day of nine hours; (6) in winter, when on two week's water watch, in all weathers, they receive no pay whatever for the two Sundays of the watch; cannot bear the expense of meeting the Commission; (7) from December 15 to April 15 canal is closed, therefore are out of employment in hardest part of the year, 1239.

HUGHES, MICHAEL, Inland Revenue, Montreal (Letter), 322.

Has been in service of Inland Revenue for eleven years at $500 per annum; employed at factory of American Tobacco Company as second officer, often replacing first officer, and has given satisfaction; finds it a hardship not to be permanent and to work for above salary (less than a labourer); at his age difficult to pass required qualifying examination, though has filled the position and performed duties of officers with higher salary; asks for a recommendation covering persons situated as he is where, having served for a number of years with satisfaction they should be made permanent at an increased salary, 322.

HUGHES, M., Excise Officer, Montreal, 364.

Temporarily employed; has been in service eleven years; has passed preliminary examination; is employed in one of biggest surveys; three months after entering service, went into Mr. Fortier's tobacco factory, then to American tobacco factory; was on pay-list in 1896 as temporary clerk on contingent account, 364. Before entering service was an inspector in employ of municipal corporation, 365. Wishes to be made permanent without passing examination; desires recommendation of chairman, to assist in obtaining promotion and waiving examination; if made permanent expect salary would be doubled, 366.

HUGHES, W. S., Accountant, Penitentiary, Kingston (letter), 584.

Has been an officer here for fifteen years, the last four years as accountant and clerk of industries; before present appointment was chief keeper and clerk of industries at $1,400, and was having $116.66 added to his retiring gratuity allowance each year; on last promotion he lost this $116.66 gratuity and salary was lessened to $1,330, thus losing a gratuity of $116.66 and $70 in cash each year; asks Commission for consideration; would suggest that he be placed back on gratuity fund as before, that money deducted from salary be refunded to him, government keeping the interest, 584.

INDIAN AFFAIRS, DEPARTMENT OF.—See *Pedley,* 248.

Officials.—McKenna, 264. Smith, 276.

INLAND REVENUE DEPARTMENT.—See *Gerald,* 278.

Guelph Office.—Powell, 396.

Hamilton.—McPherson, 408. McPhee, 423. Miller, 398.

Joliette.—Gow, 349.

London.—Alexander, 395. Hayward, 415. Nash, 426.

Montreal.—Bousquet, 339. Boudet, 361. Chalus, 352. Cavan, 336. Daoust, 360. Fox, 323, 325. Hughes, 322, 364. Toupin, 323.

Ottawa.—Freeland, 297. Higman, 445.

Quebec.—Arcand, 374, 379. Label, 369, 371. Larue, 366. Levasseur, 381. Parent, 375. Rinfret, 375. Roy, 369.

St. Hyacinthe.—Benoit, 342. Brennan, 347. Morin, 347.

Three Rivers.—Gravel, 374. Hebert, 372.

Toronto.—Frankland, 387. Henderson, 413. Jamieson, 403. Kewing, 393. Milligan, 417. Stratton, 392.

Walkerville.—Bouteiller, 411.

Western Ontario.—Alexander, 383, 384.

Winnipeg.—Barrett, 274, 435.

Memorials.—Excise, 310, 319, 320, 372, 374, 383, 384, 385, 405, 415. Gas and Electric Light, 429, 432, 434. Weights and Measures, 320, 420, 422.

INSURANCE.—See *Fitzgerald,* 1320.

INTERIOR, DEPARTMENT OF THE.—See *Cory,* 451.

Inside Service.—Bégin, 500. Nelson, 492. Sheppard, 492, 504.

Immigration.—Charest, 510. Doyle, 505. Lavoie, 511. Smith, 513. Stafford, 511. Stein, 511. Valin, 510.

Memorials, &c., 504.

JACQUES, ALFRED, Superintendent of Letter Carriers, Montreal, 883.

Was a letter carrier for ten years; the Bank of Montreal and other banks all have letter boxes; a letter carrier at $700 if appointed a clerk has to start again at $600; it is not very encouraging to a carrier to have to lose $100 in salary to become a clerk; superintendent regulates the beats and districts for the carriers; thinks the beats are too large and is putting them on a proper footing, 883. Will make the beats shorter if we get more men; men looking for Christmas boxes in better part of city have been changed to Griffintown; was once changed himself, but does not know why; it may mean a difference of $100 to a man, and he feels rather queer to be treated that way; would not do it myself and know what it is; thinks the department is entirely against carriers being appointed clerks; the letter carriers have done the work of clerks for years, perhaps eighteen or twenty years, and during all that time have been deprived of uniform, car fares and Christmas boxes, 884. We want good men to sort letters; a carrier is a better man that is why they are asking to be appointed clerks after five years; sorting is work which it takes a long time to learn, and the best way is to go around delivering letters; thinks if a letter carrier can do the sorting he ought to be made a clerk; there are about forty-five carriers inside doing the work of clerks or porters; some of the carriers are doing night duty as well as day, besides losing uniforms, car

JACQUES, ALFRED—*Continued.*

fares, and Christmas boxes, &c.; some of old carriers contribute to the superannuation fund, but those appointed since 1902 contribute to retirement fund; those appointed now contribute to retirement fund with interest at 4 per cent, 885.

JAMIESON, R. C., Chief Officer, General Distillery, Toronto, 403.

Has been in service since 1877; the General Distillery got its license in 1906 for manufacturing spirits from syrup obtained from refuse of beet roots; it is a company organized by several distilleries; presents petition signed by forty-eight officers or about one-seventh of total outside service of Dominion; cannot say from own knowledge that the work is often done amidst disagreeable surroundings, 403. Officers have to travel often two miles to get to work, and in winter months have to get up at 5.30 to reach distillery at 7; statement handed in shows that cost of supervision amounts to about three-tenths of one per cent; another statement showing the manufactures at Gooderham & Worts for six periods; also a statement of the manufacturing of malt; has been twenty years in service and is a special class exciseman; in Gooderham & Wort's distillery there were manufactured 838,297.63 gallons proof spirits, and 605,100 pounds malt; duty on spirits was $1,592,765.54, and on malt $9,076.50; officers in that year got $9,500, including duty pay; one result of this statement is that total duty has about doubled and percentage of salaries has about halved, 1404.

Statement showing the spirits and malt manufactured at Gooderham & Wort's distillery and malt house from July 1, 1901, to March 31, 1907; also by General Distilling Company from July 1, 1906, to March 31, 1907; this statement shows gross salaries, including duty pay of officers employed in these surveys, also cost of bottling labels for same period, 407.

Statement showing cost of supervision of distillery, &c., and cost of bottling labels actually used in bottling spirits at price charged by department to manufacturer, 408.

JESSOP, W. G., Railway Mail Service, Toronto, 1003.

Irregularity of train service increases length of day, a night run often lasts after eight o'clock next morning, consequently is a loss of pay; in this case, therefore, the longer the work the less is the pay; in winter the average of late trains is greater than in summer, 1002. Wishes to say that men who are in positions of responsibility, as bankers, &c., are paid in proportion to responsibility; witness gets registered bank packages to value of $5,000,000 at some seasons of year much more; the money is brought to post office at Toronto by armed bank messengers; the money is kept in a vault till he is ready to be driven to Union Station, to a dark hole, where there is no light and is left alone in charge, any one could hold him up; then in charge of this money he goes to North Bay with the danger of being held up; therefore thinks services should be recognized in proportion to responsibility; mails are taken to station in horse vehicles, not in trolley cars as in Ottawa; some routes are better than others and senior clerks should gravitate to these, but they do not always; the more mileage the more salary; there are about 100 railway mail clerks in the district; at return of every trip has to send in a report, 1003. Dissatisfaction at the way vacancies are filled; thinks the next senior qualified officer should be promoted; wishes to speak of the hardships of his assistants, labourers and porters, who are doing the work of mail clerks, yet have not passed the examinations; thinks a man should either pass examination or go out; there is the matter of sickness; we have ninety-two clerks and last year forty-six were off duty, not all at same time; was on continually for ten

ESSOP, W. G.—*Continued.*

weeks as result of holidays and sickness of other clerks, 1004. Thinks number of trips should be lessened, or some definite number established, we run too much, and are not paid enough; describes postal cars; does not think it wise to move clerks about much; if you want real efficiency put a man on a run and leave him there as much as possible; a new man would make mistakes; badly lighted cars injure our health and eyesight, 1005. Question of having proper mail cars is important, for if an accident should occur the clerks are utterly helpless and hopeless; they can see nothing ahead or behind; was once in a car that rolled down hill and was burned, they smashed the car and got him out, but mails and registered matter and his clothing were burnt; the cars are not heated, sometimes they are 30° below zero, 1006. Wishes to add to previous statement (1) that when a clerk on a night run is detained and has to work after 8 a.m., instead of lessening his mileage it should be increased; could be arranged by counting as night miles, more than ten hours a day; (2) where clerks are required to work before departure of train, a stated mileage should be allowed, say 30 miles per hour; (3) that provision be made for appointing relieving clerks, e.g., on the run from Montreal to Toronto, with seventeen clerks each entitled to three weeks' holidays, or fifty-one weeks in all, it would require one man's service for a whole year; incloses an extract from a young clerk to a superior officer; that as a result of serious injuries received on duty as a railway mail clerk he became so unnerved and completely exhausted at end of each trip that he was compelled to accept another position with less pay, 1007-1008.

OBIN, ARTHUR, Clerk, Railway Mail Service, Quebec (letter), 928.

Was on January 1, 1907, appointed permanent fourth-class clerk in the superintendent railway mail service branch at Quebec; since his appointment has passed Civil Service qualifying examination and respectfully submits that this examination and law of 1903 (3 Edw. vii. c. 49, s. 6) entitles him to third clerkship; recently two clerks (fourth-class) in city post office have been promoted to third clerkship, 928.

OHNSTON, Dr. J. K., Gas Inspector, Toronto, 429.

Thinks that as officer is working overtime, and the gas company pays the fees, some extra remuneration should be given him, 429.

See *Memorials.*—Inland Revenue, Gas and Electric Light.

ONES, ALBERT, Mail Clerk, Belleville, Ontario (letter), 1011.

Salary $800, stationary since 1896; thirty-seven years in service; with present salary cannot meet the necessaries of life; in 1896 case examinations were introduced, passed four up to 1901, when he was interfered with by Mr. Hetherington, the examiner; two boxes that were necessary were absent, so that he could not do the sorting; on application in 1903 to pass another examination, received the answer very firm, 'no matter what percentage you make at case examinations, it will have no bearing on your promotion;' wishes his case looked into, and if necessary will give further information; to receive arrears of salary due him; also to be transferred from Toronto to London division, 1011-1012.

JONES, T., Watchman, Custom House, Toronto, 1176.

Has been in Public Works Department nearly six years; is on duty eight hours a day and eleven hours on Sunday; has had no increase in salary; is paid by cheque from Public Works Department; has always received $50, 1177.

JUSTICE DEPARTMENT.—See Evidence of:

Deputy Minister.—Newcombe, 525.

Dominion Police.—Sherwood, 548. Kennedy, 556.

Penitentiary Officers.—Beaupré, 565. Caughey, 559. Cooke, 583. Hughes, 584. Kennedy, 583. McDonald, 574. O'Leary, 584. Reid, 569. Wheeler, 572.

Memorials, &c.—Penitentiary Branch (Ottawa), 546. Subordinate staff (Kingston), 580. Chaplains (Kingston), 581.

KAIN, SAMUEL W.—See *Memorials, Customs, St. John, N.B.*, 172.

KENNEDY, DAVID P., Engineer, Quebec Examining Warehouse, 1157.

Receives $900; entered in 1897; predecessor got same salary; wishes an increase in salary; has charge of three boilers, an engine, an elevator, and a heating apparatus; planned the heating apparatus himself last summer, made an estimate of it sent it to department, was accepted and apparatus put in; is present to-day because he is not given a residence as the engineer in Montreal has one along with a salary of $1,200; complains of having had no raise in salary for nine years, 1157. Does not make five cents out of his office hours; thinks he should get the same as the engineer of examining warehouse at Montreal, who gets $1,200 and free rental; would be satisfied with $200 a year increase; would speak a word for his fireman, who has no residence either, 1158. Law of Quebec requires that a man attending steam heating should have a certificate; the foreman attends to three boilers, which are old and require more attention; receives $640 a year; both have work the year round; boilers are inspected once a year by an insurance company, 1159.

KENNEDY, GEORGE W., Constable, Dominion Police, 556.

Has been ten years on force; on joining force received $1.25 a day, now receives $2.05; exhibits budget of expenses for family of four children; did not keep account of expenses ten years back; could live better ten years ago on salary of $1.25 than now on present salary, 556. Has been at this sort of work all his life; was on Kingston city force, also keeper in Rockwood Asylum for insane; comes from Guelph; if health broke down, would on recommendation of Commissioner, get a month's salary for every year up to the ten first years, and half a month's salary for remainder; Sergeant Hughes dropped dead on duty and family received two month's pay, though he was on force for thirty years; Mounted Police and permanent force get pensions, so should Dominion police, as duties are far more irregular, 557.

Memo. of expenses, 558.

KENNEDY, M. J., Messenger, Penitentiary, Kingston (letter), 583.

Was appointed teamster in 1872 at $156 per annum, receiving several small raises in salary; in 1884 was named messenger at $600, free quarters, light and fuel, which were taken from him in 1897, has nine children and finds it very hard to keep out of debt; on these grounds asks for an increase of salary, 583.

KENNING, J. H., Inspector of Distilleries, Windsor, 393.

Is inspector throughout the Dominion; is half time on the road and half time engaged in office; travels from Quebec to New Westminster; has been inspector five years; visited New Westminster only once in five years, Minister thinking it unnecessary, having a good officer in charge; his travelling expenses not very large, 393. Stays about one day at each distillery; with reference to Gooderham & Wort's he says a thorough inspection would

KENNING, J. H.—*Continued.*

require the taking of stock, this he leaves to district inspector; but takes stock at Walker's distillery, his arrival being unknown to them; takes one week to take stock at Walker's; gauges approximately what is in the vats; makes tests during examination; does not meddle with collector's cash, but checks collections in cash book from last visit, then goes to see that stock is in warehouse, and sees that money collected has been placed to credit of Receiver General; has been in service about forty years, going up through all excise branches, 394. Recalled, in previous evidence overlooked a matter, that is, the quality of officers coming in; in Windsor distillery, its capacity has been increased, and a demand made for a greater number of officers; there are fourteen officers now, new applicants, without passing Civil Service examinations, apply, coming in at $500 a year as temporary officers; hard to keep them in at that figure; they prefer the Customs, where a good deal of overtime is put in attending to boats and trains, 402. One young man entered at Kingston, passed all the examinations and immediately after joined a manufacturing firm offering better terms; there are great attractions for young men at Detroit, 403.

KINDELLAN, F., Post Office Staff, Quebec, 954.

Has salary of $700; came in five years ago at $1 a day; passed examination then got $400; got an increase of $200 last year, is in fourth-class; was formerly a tailor, 954. For each examination he passes he receives an increase of $50, it ought to be $100; wishes a wider scope to postmasters, e.g., if one had misfortune to fall sick on the 14th of a month, and remained sick for a month, he would not receive any money for that month, and possibly for two weeks later, though then the money is most needed; cannot put aside any money out of present salary, often not able to buy medicine prescribed; thinks sick pay should go on, and greater scope given to postmaster who knows better than any one else if his men are sick or not, 955. If there is sickness, death and funeral in family, the time is deducted from holidays, which are twenty-one days including Sundays; can get sick leave, yet you have to bring a doctor's certificate for one day's sickness, postmaster should be given wider scope in such cases; thinks there should be a different gradation of clerks, first, second and third class, 956.

KING, W. L. MACKENZIE, C.M.G., Deputy Minister of Labour, 620.

Graduate of Toronto University and Harvard; appointed instructor in political economy at Harvard, but resigned it for present position; spent a year in Europe studying industrial conditions; was travelling in Italy when cable from Sir William Mulock reached him asking him to take position of editor of the *Labour Gazette;* Sir William subsequently intimated that the departmen would be established and would entrust him with direction of it; any member of government may be selected as Minister of the department; was allowed rather a free hand in the choice of one or two to be immediately connected with himself, 620. One was the late Mr. Henry Harper, who acted as assistant editor; selected Mr. Coats, his successor, Mr. Edgar is in the department; in creating the department he followed the requirements of the Act; in connection with the department the work of some of the officers is technical; thought it advisable to have the staff graded, which, if based on merit, helps to preserve discipline; *Gazette* is published each month and at end of year the twelve numbers are bound in one volume; other governments publish statistical periodicals; English government publish a *Labour Gazette;* investigations and statistical records are confined to Canada; there are also two ladies as typists; printing costs $16,000 a year, 621. Have clerks whose

KING, W. L. MACKENZIE—*Continued.*

duties are special; their duties require them to investigate wage conditions, and disputes between employers and their men; it was thought advisable to get men who would do that kind of work efficiently, familiar with the labour world, and possessing the right kind of judgment and ability; a Civil Service examination would be no test; in most cases they were chosen with regard to the manner in which they would carry on their work; one of our fair wage officers, Mr. D. J. O'Donohue, died, and was succeeded by Mr. McNiven; the department had had occasion to call on him to prepare special reports, he had proved himself reliable, trustworthy and able; there have been one or two appointments in which personal or political considerations may have entered too largely; is obliged to be absent from city too frequently; in his absence Mr. F. A. Acland acts as head of office; he is secretary of the department; three years ago an appropriation of $1,900 was voted for a secretary; knew of no one better qualified for position than Mr. Acland, under whom witness had served twelve years ago when he was editor of Toronto *Globe;* but he would not consent; allowed the appropriation to lapse for two years; finally told Minister it would be necessary to increase appropriation, the amount was increased to $2,600, and Mr. Acland entered department at a sacrifice of $400, 622. Was ashamed to try and influence him to that extent, if it was not known that once he was in the department he would demonstrate his efficiency that government would see the injustice and place him financially in the position he was in prior to entering the service; has a salary of $4,000, has had repeated offers to leave the service at a considerable increase of present salary; but thinks there are opportunities in the service which would more than compensate for the financial sacrifice; Mr. Acland is in the same position; men who are really qualified to fill responsible offices are not paid salaries at all adequate with what they might receive from private corporations; many good men leave service for that reason; thinks superannuation an element of stability; only one on staff, Mr. Ardouin transferred from Post Office Department is under Superannuation Act; about forty-five correspondents, one in each of the cities of Canada, each receiving $100 a year, 623. They are required to furnish a monthly report on industrial and labour conditions in their city or district; important changes in rates, wages, accidents, strikes or lockouts; character of the reports are seen in the *Labour Gazette;* these men are appointed by the Minister on recommendation generally of local member; thinks department has been the direct means of saving to the country hundreds of thousands of dollars which would have been occasioned by industrial disturbances; losses of many kinds by this department; if it came down to a matter of dollars and cents the department would be found to have paid for itself several hundred times over; it has both prevented strikes and been the means of ending many serious industrial conflicts, 624. Information is gathered which is of great use to parliament in any legislation; the reports from only a small part of the information we gather; when a threatened or expected strike is heard of, authoritative statements are secured from both parties; revenue from the sale of the *Gazette* is small, yet over $1,300; would be better to have an accountant for the department, though it would cost more, 625. Thinks it would improve the efficiency of the department if all its officers were independent of other departments; could not divide work of accountant among our own officers, for they have already too much work; at the beginning there was not work enough for an accountant, but now the work has grown so much there is plenty of work for one; has given the matter of pensions for officials some thought, 626. Would be better for public service if some kind of a pension fund was created or Superannuation Act re-enacted; it would influence a

KING, W. L. MACKENZIE—*Continued.*

man to remain in the service; if you want to get a clerk that can be relied on to do work efficiently and to your satisfaction it will be difficult to get one at $500; finds it necessary to keep on two ladies pretty continuously; thinks the remuneration in the service for women is greater than outside; there is one young lady should be paid higher salary; if he were to judge from most of the young ladies serving as temporaries and who have passed examinations, would say they were not worth $500; they would do a little work, but could not be relied upon; the class of women we want are employed elsewhere, and the ones that apply are those who could not get employment elsewhere, 627. The fair wages resolution was passed by the House before the department was created; it is to be inserted in all work or contracts executed as government contracts; investigated the sweating system and found that government clothing contracts were being thus made up; spoke to Sir William Mulock, who readily agreed to remedy the evil; asked to prepare a report in which certain recommendations were made; Sir William introduced the resolution providing that all government contracts should contain a clause preventing sweating; he began with all contracts in Post Office Department; the Militia, Public Works, Railways and Canals, Marine and Fisheries Department followed; to carry out resolution it was necessary to appoint special officers to see what were the current and fair wages in the district; when Labour Department was created, it became its duty to see the contract carried out; it ensures that part of the money spent would go to the workers instead of into the pockets of contractor; the wage fixed is the minimum; now contractors know what they tender for; it does not involve extra cost on government and ensures that some of the money goes to the workers; contractors not paying fixed wages, employees complained to Department of Labour, which notified the department giving the contract; officers investigated and reported; some eighty cases of that kind have been investigated and hundreds of dollars saved for the people, 628. Our officers interview both sides, then the department notifies the contractor unless he makes good the amount outstanding, the department awarding the contract will send our department the cheque to pay the labourers, and will deduct it from what is due on progress estimates; Several departments have repeatedly paid the labourers and deducted the amount from sums due on contract; the next step in the evolution of department was to inquire into grievances, especially the grievances of the Italian labourers against an agent in Montreal; Conciliation Act was passed which provides for the intervention of an officer in industrial disputes, it was taken advantage of by companies in the east and west, 629. Strikes; government appointed a commission which unearthed in British Columbia a situation that revealed where the whole matter had originated from; the commission revealed the methods of these men, so the working men withdrew their affiliation, and the Western Federation of Miners have no longer anything to do with the coal mines of this country; then the Railway Labour Disputes Act of 1903 followed; this related to threatened or expected strikes on railways; it contained provisions whereby government could appoint a board to inquire into the trouble and report on it; they could not stop the strike, nor enforce the award; publicity was the first step necessary; in 1904 the telegraphers of Grand Trunk Company threatened to strike, a board was established and an inquiry took place, and an award was made, not a day's work was lost, no strike took place; the men got a slight increase in wages, and no interruption on the railway whatever, 630. The corporations and labour unions fall in largely with the decision reached; the Industrial Disputes Investigation Act was passed last session; this Act makes it illegal in certain classes of industries for a body of men to strike or a corporation

KING, W. L. MACKENZIE—*Continued.*

to declare a lock-out before there has been an investigation by a board appointed by the department; each party to the dispute names a member of the board, and the two agree on a third, or the government appoints him; if award is not accepted they are free to do as they please; the trouble in Crow's Nest was rather an acute one; seven companies formed the Western Coal Operators' Association, and tried to arrange a contract with the unions of the United Mine Workers of America, numbering some 3,000; they were unable to agree, then the men, through their leaders, made the regular application for a board; the dispute was over wages, hours and general conditions; the men were trying to make a new contract, the old ones being about to expire; the association undertook to make application also; Act requires that any persons making application must notify the other side; the operators notified the men there would be a reduction of wages at end of thirty days, by posting up notices at pit head; the men took this as a defiance on the part of the operators, and without consent of leaders quit work; thus in reality violating the law; government established a board and witness was sent to Fernie; when there he called a meeting of the men, explained the Act, and men decided to return to work during investigation, 631. Many men in distant mines, not having heard the Act explained, decided to remain out until settlement; an agreement was reached the same day the board arrived to investigate; this brought both parties together and they were able to adjust their difficulties for at least two years; the best instance of the working of the new Act occurred a week or two ago in a dispute between Grand Trunk Railway Company and their machinists; the latter had difficulties with the company for some time past and applied to department; board met at Montreal and in three days a settlement satisfactory to both parties was arranged; no time of men or wages were lost; to-day a board is inquiring into the troubles in a coal mine at Springhill, but mining is still going on; another board is appointed to investigate trouble of longshoremen at Montreal; many Canadian unions are affiliated with American unions, but the local men manage their own affairs mostly, 632. Thinks that the influence of United States on labour conditions in Canada is very much exaggerated; still there are instances of interference, as the closing of the mines in British Columbia and the tying up of the railways was part of the general plan engineered in United States; thinks the two parties each year have come to have more confidence in the impartiality of the department; labour matters are sensitive problems, and have to be dealt with with some care; American Bank Note Company considering a pension arrangement for its employees; large corporations are working in that direction; also thinks the railways companies' law should be passed providing that no corporations should have a charter without a condition in it that before paying more than 4 per cent to its shareholders an efficient pension fund be established for all employees and their dependents; a suggestion of that kind would effectually aid in reducing the possibility of labour troubles, 633. Thinks if country were less prosperous the department would still be as successful; had hoped that the department would be able to lay before this Commission a statistical table showing the movement of the cost of living; it has a great deal of information with regard to wages, the staff is quite inadequate to deal with the question in regard to prices; during the six years the *Labour Gazette* has kept the most complete record of wages and prices to be found in the Dominion; it is hard to say when the growth of the department will stop; Mr. Monk last session introduced a bill on subject of co-operation; and department had the whole onus of the work; cites that instance to show that from one session to another our department is likely to have extra duties thrown upon it, 634. The staff is not adequate for the

KING, W. L. MACKENZIE—*Continued.*

work; office over Molson's Bank; attendance book is signed by all, with one or two exceptions; officers get three weeks holidays; there is a great need for men of training and education; there are too many clerks, not enough officers; Dr. Coulter and other civil servants broke down in health through over work, 635.

Memo.: Department is in its seventh year of existence; during which it has steadily increased, in consequence of its existence and purpose becoming better known and on account of parliament imposing additional duties upon it; the *Labour Gazette* appears monthly, in English and French, has increased from 599 pages in 1900, to 1,394 in 1906; has forty-five correspondents; increase in circulation is shown; the intervention of department in disputes under Conciliation Act, 1900, has increased as department has become better known; requires the services of one or two special officers; carrying out of Fair Wages Resolution of 1900 has steadily increased; not only have contracts of departments increased, but they call upon department for detailed schedules of rates and wages to be inserted in such contracts; number of special investigations into industrial conditions have increased from year to year; not only was the actual time of members of the staff taken from their regular duties in connection with commissions appointed, but additional work of a delicate nature was occasioned, 636. Preparation of statistical tables on strikes and lock-outs has increased yearly; though these tables are essential for the framing of laws, the present staff cannot conduct the work extensive or thorough enough to serve the end for which it is intended; a library is an essential part of Department of Labour; correspondence necessitates the addition to the staff of a class of clerks qualified by ability and training not only to conduct correspondence properly, but in obtaining the necessary required information; correspondence should be properly filed and indexed; legislation of last session gave a sudden and exceptional increase to our work; parliament has voted a sum of $10,000 for the amount of clerical labour which the additional work demands, but no provision has been made for an increase in the number of the staff, 637. There is not a single member of the staff who is not engaged in doing work of two or three different kinds, whose whole time could be devoted to any one of them, e.g., some of staff are engaged in culling from newspapers, notes of threatened strikes or lock-outs, changes in wages, industrial accidents, &c., &c., others are reading the proof of *Labour Gazette* during the days in which the copy is received from the printers; might state that both the witness and his secretary during the past winter spent at least three or four nights every week in office till ten or twelve o'clock, on Saturdays also; at present there is a volume of work in department which should be overtaken, but it is impossible to do it with present staff, 638.

KINGSTON, A. G.—See *Civil Service Association.*

LABOUR, DEPARTMENT OF.—See *King*, 620.

LAKE, MAJOR GENERAL, Chief of the General Staff, 735.

Appointed in 1904 for four years; was here with General Herbert and General Gascoigne; was in service in English army thirty-four years; belongs to infantry branch; military districts in Canada are similar to those in England, and latterly grouped into commands as in England; at present there are four commands and three independent districts in Canada; an officer commanding is selected according to his general efficiency, seniority and experience; Militia Council acts as a selection board, 735. In regulating

LAKE, MAJOR GENERAL—*Continued.*

flow of promotions, a list of officers eligible and suitable for promotion is examined and a selection made; might say that the attempt is made to combine active militia applicants and permanent force men so as to have a proper proportion of each; in permanent corps each officer has to qualify by examination for the rank he holds, he is not allowed to hold the rank until he is qualified; officers, with one or two exceptions, have to qualify before appointment; an active qualified militia officer has to pass necessary examination before permanent appointment; an officer in Imperial service is subject to examinations all through his career; a Canadian officer wishing to get in Imperial service has to pass the same examinations as an Imperial officer has to do; the papers come from England and are passed upon by the same examiners; one modification is permitted, that Canadian conditions may be substituted for British conditions, 736. Pay and allowances of an officer commanding are $4,000 a year; proportion of officers to men in permanent force in Canada is one to twenty-three, in England one to twenty-four; every unit of the Royal Canadian Artillery is a school of artillery in itself; there is also a school of gunnery which teaches the same as in England; a school of musketry, a school of military engineering at Halifax; a signalling corps; and there is the Royal Military College, which corresponds to Sandhurst and Woolwich combined; the only government factory is the arsenal at Quebec, established in 1892, its scope has been broadened; about 39,000 officers and men of the active militia received twelve days' training, artillery drills sixteen days; amount voted by parliament for annual drill was $850,000, 737. Practically rural corps are never called together except for annual drill, while city corps drill as suits them according to convenience; the city corps drill almost all summer, giving more time than the equivalent of twelve days' training and drill; the largest number of men at Petawawa at one time was 3,000; pay of lieutenant colonel in Canadian militia is $5 a day, a lieutenant $2 a day on appointment; the pay of privates varies from 50 cents the first year to higher with efficiency pay for the following years; thinks the militia pay is too small; efficiency pay has undoubtedly increased the number of men, 738. Instituted as a means of assuring that a man would behave himself in camp and try to learn, and to earn this pay they have to make a certain score at practice, and non-commissioned officers to be certified to as efficient at their respective duties before receiving this pay; as a general rule uniform is the same as that in British service; the men get their uniforms free; officers themselves resist all attempts at reducing the cost of their uniforms, possibly to prevent a man of moderate means from becoming an officer; at present a new officer besides purchasing uniform has to pay duty on it, often amounting to more than his pay for the year; obligatory part of officers' uniform is not expensive, but the voluntary part is; an officer is only required, as regards upper garments, to appear in camp in his serge or patrol jacket, which is not expensive as there is little gold lace on it; regiment has also a full dress tunic, and a young gentleman joining a city corps usually gets it; purpose of drill is general efficiency and good shooting, 739. The different rifle associations work together, and the best shots as a rule come to Ottawa; the highest scores in a certain number of matches entitle the makers to be chosen on Bisley team; there is no public allowance made for their travelling expenses; throughout the country drill halls are used; many boys are now formed into cadet corps, the number authorized is 11,000 and about 7,000 are enrolled, 740. Militia Act of 1904 created the Militia Council; this council is modelled on Army Council in England; the political and military elements are alike in each case; in Militia Council no new principle can be decided without reference to political head, but in Army Council any three of its

LAKE, MAJOR GENERAL—*Continued.*

members can exercise all its powers, 741. Thinks it undesirable for the two parties in Militia Council to be distinct; what is desired in England by the military authorities is the freedom to expend money, provided in estimates by parliament, with complete audit afterwards and responsibility to Public Accounts Committee; chief of general staff has under him a director of operations and staff duties, an assistant to the latter, an assistant director of intelligence, with some staff lieutenants; the adjutant general and quartermaster general have each other officers under them, the same as is laid down in Army Council, 742. If a corps wishes to go to Petawawa, the district officer commanding gives the orders for it to go, which implies that he has received the necessary authority from the Militia Council; thinks there is an amount of unnecessary correspondence, but it has no doubt its advantages, 743. Might mention one change of importance made by Militia Council: formerly the general officer commanding was practically responsible for everything in the militia on the military side, now that system is replaced by making every member of the Council responsible to the Minister for his own branch of the work; there is an inspector general, a *quasi* auditor general, but with no financial responsibility; he is absolutely independent, but cannot refuse certain credits; as all camps take place about same time, the chief of general staff and inspector general between them inspect all the camps and at end they compare notes; there is no conflict of authority on these occasions as we consider ourselves as guests of the officer commanding, 744. There are on a gradation list of officers of the staff and permanent force about 220 officers to look after a force of nearly 60,000 men on militia force and 3,000 on permanent force, but these 220 officers include the headquarters, command, district staffs and instructors of militia; is trying to arrange that the systems of peace administration and of war administration should be the same; the ordnance stores corps were organized in 1903, 745. As civilians they were independent of the officers and solely responsible to civil authority at Ottawa; they are now a military body organized to work in the field, doing same duties as before, under military discipline with a wider scope of work; thinks the organization of army should be as much as possible the same in time of peace as in time of war, so that should emergency arise it could pass from one condition to the other with as little disturbance as possible; army service corps attend to transport and supplies at camps; outside of camps have duties with all permanent stations, the staff is largely a temporary staff and paid only for the days they work; signalling corps are disbanded in winter, they belong to the active militia and are paid for the twelve days at camp only; the corps of guides' business is to know thoroughly the roads and country, they are trained for reconnaissance work and scouting; General Herbert was opposed to paymasters, proposing that the cheque be sent by deputy minister to each man, 746. Appointment of Lieut. Col. Guy as paymaster at Halifax, 747. After Superannuation Act was abolished an Act was passed enabling officers of permanent staff and officers and men of permanent militia to obtain pensions; there is a fixed age for retirement; Lord Aylmer went out under an order of Governor in Council which put a term to his appointment when he was appointed; there is an officer, born in 1837, especially employed, among other things to prepare the militia list, only temporarily employed, does not consider him on the active officers' list, was retired long ago, nor does he receive an officer's pay, but a certain daily salary; note, stating last answer is incorrect, 748. Pensions to widows provided by the Act; officer must have completed twenty years' service; Lord Aylmer's retirement went to Governor in Council; secretary of Militia Council receives all

LAKE, MAJOR GENERAL—*Continued.*

correspondence and distributes it, including tenders; knows very little about the Ross rifle contract; there are continual changes made in military arms, 749. The various marks on Ross rifle mean improvements applied to that arm as time goes on; has made a report on certain points observed at some of the camps, but not a general report; two reports of Militia Council published, one 1905, the other 1906, in the former a part was devoted to clerical staff, but not in the latter; the report is made up in this manner, each officer of Council drafts that part affecting his own branch, all of these reports are submitted to Council; they are combined by the deputy minister and witness in one report, which is printed, and as a rule Council accepts what we submit, 750. The present fixed establishment of the permanent corps was laid down at 3,000, but it is considerably under; difficulty in getting recruits; got some men from English corps that were about to be reduced and they have done admirably; the difficulty in recruiting is mainly owing to small pay; desertions in 1904-5 were about 492, or one in three, and in 1905-6, in six months there were 348, or one in six, 751. It is an enormous proportion; there is a general disregard for an oath; the demands of employers for labour help desertion; stations are too small, and barracks poor; no prospects of change as in England, where they have a chance of seeing other countries; their drill comprises the whole of military training; they have a recreation room and well provided reading room, their canteens are clean, cheap and well conducted, but officers do not take part in the men's sport as they do in England; no barrack building in Canada for about twenty years; the barracks at Tête de Point at Kingston, especially the officers' block, are wretchedly bad; the difference in accommodation is that in Canada you supply quarters for married officers, which is not done in England, except in a very few ranks; mistakes in militia list, 752. It is desirable to have a slight appropriation to encourage rifle shooting; in camp during the twelve days twice as much time is given to rifle shooting as to drill; at Petawawa, where there is ample accommodation for rifle shooting, every man spends twice as much time at the target as at the drill; this year the efficiency pay depended on the man being able to make an average of outers at both 100 and 200 yards, 753. It was proposed to pay the adjutant of the brigade who is not a permanent officer a small allowance for being adjutant throughout the year; there is mapping done in the department to help the corps of guides; thinks there should be one central bureau for all the mapping in the different departments; the only two civilized countries that have not a surveys department are Canada and Turkey; thinks if the Swiss system were possible in Canada enormously better results could be obtained for the expenditure of the same amount of money; with reference to increase of staff at headquarters, much of it is made up of officers who were doing the same work as civilians as they are doing now as military officers, and by officers performing duties which at a previous date were not done at all; in those days the militia as a whole could not have kept the field a week; the impression that there is too much paraphernalia is not correct now, 754. Could increase the number of men if there was more money; it is difficult to arrive at the whole cost of training; could not economize largely in other directions and devote the money to the training of the militia; argues that expenditure should depend on the necessity for it and your ability to pay, and like insurance be decided by the risk against which you wish to ensure and the extent to which you are prepared to insure yourself; the government has taken over the expenditure at Halifax and Esquimalt, and has undertaken the rearmament of the militia with modern rifles and guns; seems government at least for ten or fifteen years since 1870 has been living on capital, i.e., the stores left by the Imperial

LAKE, MAJOR GENERAL—*Continued.*

troops to a great extent, 755. Thinks it necessary to have an up-to-date modern rifle, whether it be the Ross rifle or Lee-Enfield; thinks expenditure on sub-target guns justified by its results; speaking for Militia Council, it watches very closely not to order anything that is not positively needed; parliament has always granted to the militia what the government of the day has asked for; some half dozen high power Maxim guns were ordered, but order was cancelled and the firm agreed to turn over the money to one of our other orders for field guns of the ordinary pattern; the number of batteries now authorized to be equipped is twenty-six; a cavalry man going to camp is allowed $1 a day for a horse; if horse is killed by accident $100 compensation is allowed; this is too low and will be increased, 756.

LALLIER, JOSEPH, Railway Mail Clerk, Montreal, 907.

Railway mail clerk begins now at $400; if he passes the case examination he gets $50 increase after first year, and after two years $550; case examination every twelve months; accuracy is more important than time; the superintendent is the examiner; if one does not pass examination he is liable to decrease of salary; have to pass examinations every year even at maximum of class up to sixty years of age; there are about sixty mail clerks in the division; some clerks are always on same route, others are changed; witness' route for seven years is from Montreal to Island Pond, 907. Goes to car at 2.30 p.m. to get ready to leave at 4.15; leaves Island Pond on return at 1 a.m. in winter and at 2 a.m in summer; turning night into day; night mileage is one cent a mile, therefore, $2.50 per trip, or $7.50 a week, or $30 a month, which is about the biggest mileage salary; some clerks get $90 a year in mileage, but have to spend twice that in expenses; mileage is to replace old night allowances of years ago; the travelling affects the nerves, many retire before the usual age; feels the effect on nerves after every trip, 908. A mail clerk has to be retired at an earlier age than other officers; for after thirty years on route he is practically a physical ruin; there are seventeen routes in all out of Montreal; there are two train porters to lift and handle the bags on the trains; a 'mail transfer agent' is a man employed at a station to look after the arrival of the trains and to look after the despatch of the mails; takes the bags and puts them in the wagon; no difficulty in getting men to replace clerks broken down; have had clerks coming into the service thinking all they had to do was to throw the bags off at different stations, but on having to work, they left at once; a boy begins at eighteen, at $500 a year, with $10 or $15 a month mileage, but often has to spend $25 to go round to odd places; one man gets 84 cents in mileage and his expenses are $1.50; average age of those entering is twenty-five or thirty, 909. On account of small pay some mail clerks are tempted to steal; a brakesman gets more salary than the mail clerks and they can live better; thinks on account of arduous nature of the duty, the liability to accidents, destruction of health, there should be some compensation for the mail clerks as against other branches of the public service, 910. Pays on a policy of the New York Life, $30 a year; would pay less if he were a clerk in the office; has been refused insurance in societies on account of being a mail clerk; thinks a man doing night work shortens his life by ten years; is liable to catch cold when car door is open and handing out bags; trains are frequently delayed by snow storms, thus we lose much mileage after 8 a.m. when mileage changes from 1 cent to ½ cent a mile; if sick, can usually get sick leave; there are emergency men for such cases, and often you have to act as one yourself; we leave on our trip at 4.15 p.m., arrive at 10, and after having two hours' sleep, start on return trip at 1 a.m., 911. Arrive at Montreal at 7 a.m.;

LALLIER, JOSEPH—*Continued.*

having to take two meals or more on board, the mileage allowed does not pay; owing to abolition of Superannuation Act and inability to insure our lives we are unable to make proper provision for old age and our families as we ought, 912.

LAMADELEINE, T. DE., Post Office Staff, Montreal (letter), 916.

Entered service June, 1889, filled various offices until he was made fourth-class clerk in 1896, always at $600; in 1907 was made third-class junior at $700; yet all comrade clerks are third-class at $900, some clerks serving only three or seven years, yet after nineteen years' service witness stands at same classification and salary as the late comers; is it justification that after having lost so much valuable time, witness should be kept at same level as those that have only a few years of service to their record, being almost last in the class, having been overheaded by a large number of younger ones with three or four years' service? 916-917.

LANE, P. E., Clerk of City Post Office, Quebec, 946.

Represents clerks of Post Office not letter carriers; entered service in 1880 in fourth class at $360, and passing the various examinations, is now at limit of junior second, receiving $1,000; thinks there should be a higher grade in office at Quebec; also a post office superintendent who should be present when men start at 6 a.m. and late at night; there are upwards of forty on the list, including labourers; four letter carriers graded as such are doing clerks' work in office, thus being deprived of uniforms and car tickets, 946. Are not paid as employees in other institutions; a bookkeeper in Quebec receives $1,000 a year; have responsibility of money letters and their work is onerous; if young again would not enter post office; has been twenty years in service and receives only $1,000; to maintain family of five persons has the assistance of brother-in-law; has insurance in two assessment societies; work hours are from 6.30 a.m. to 10 a.m. and from 12.30 p.m. to 6.30 p.m.; work every second Sunday from 8 a.m. to 1 p.m.; are on duty on all legal holidays; should be put on equal footing with officials of inside service, 947. Has to account for savings bank, registration and money orders; asks that deputy postmaster be chosen from staff of office; a man from inspector's office does not understand the work of our office, it is a different class of work altogether, outsiders have not the experience; the assistant postmastership is the highest position a clerk in post office can get, yet political influence is often in the way; should have a superintendent, 948. There should be one in office early in morning to regulate traffic, also in absence of postmaster; would like Superannuation Act restored and its provisions extended to include widows and orphans, 949. Seems that putting letter carriers in to do office work is done because they do not want politicians to know there are vacancies on staff; when he entered service had recommendations from two firms, came from a commercial academy and was fit to take any position; there is too much politics in this matter, 950.

LANGLOIS, PLACIDE, Acting Preventive Officer, Quebec (letter), 148.

Nommé "acting preventive officer" en 1906 à $550 par année, plus tard recevait $650, le salaire le plus bas d'un employé des Douanes à Québec; fut mis en charge des "Posts et Refunds"; demande sa permanence; a fait un cours classique, porte un diplôme de B.A. de l'université de Laval, 148.

SESSIONAL PAPER No. 29a

LARDEN, A. J., Pressman, Printing Bureau, 614.

The rate in Ottawa is $15, but many offices are paying more than that; in Toronto employers cannot pay less than $16.50, but many are paying more, 612. The press girls are classed with the bindery girls and are paid the same rate; there should be a difference between the two classes, 614.

LAROCHELLE, JOSEPH, Staff, Dominion Arsenal, Quebec, 757.

Is paymaster at Dominion arsenal or cartridge factory; Colonel Gaudet and Captain Panet are superintendent and assistant respectively, Mr. Dupré, accountant ,and Mr. Denechaud, clerk; there are about 370 labourers, who are paid by cheques signed by Col. Gaudet; factory turns out about 240,000 empty cartridges in boxes of 1,000 each week the year round, they are sent every month to the Citadel and kept in a boom-proof building; the militia ask for 240,000 cartridges a week; appears on behalf of clerical staff at factory; was appointed five years ago as stenographer and typewriter at $1.50 a day, 757. Then got $2.05, and in July, 1905, got $800 a year; Mr. Dupré was appointed twenty-five years ago at $1 a day; now gets $800 a year; office hours 9.30 to 12 a.m. and 1.30 to 5 p.m.; labourers receive $7.50 a week or $1.25 a day; no increase of men at election times; hard to keep the younger men, they work for two or three weeks then leave, 758. If a man works on piecework steadily he can make from $15 to $17 a week; no favouritism is shown; thinks clerical staff is insufficiently paid; would suggest $1,000 a year, 759.

LARUE, J. B. A., Deputy Collector, Inland Revenue, Quebec, 366.

Is a deputy collector in class B, appointed in 1898, at $700, now receives $1,000; salary of deputy collector class B is at discretion of Minister; in 1898 there was no class A or class B, therefore wonders how he could have been appointed as class B; divisions in department are classified as first, second and third class; present salary $1,000; his class as deputy collector has no reference at all to division, 367. Considers that he should have got at first the salary he was entitled to; and when two years ago collectors and deputy collectors got an increase of $200, his salary should have been $1,700; could have improved his position, but being a married man and having a family he had not time to study; a deputy collector should know something of mensuration; wishes to get out of grade of deputy collector and improve his position without passing an examination; wishes to get a change of work in the office, 368. Handles over $100,000 a year, checks every paper and verifies it; is doing duty of cashier; has to do duties allotted to him by his chief; was appointed without examination, has not the means nor time to go up for examination, 369.

LAURIE, WILLIAM, Inspector of Steamboats, Montreal, 677.

Appointed in 1894; formerly an engineer on steamboats; on Mr. Burgess' resignation was recommended by him for the position; made application to department, was sent to Toronto and passed examination and was offered $1,000; replied would accept nothing less than Mr. Burgess' salary of $1,200; was six years on the Allan line as chief engineer on the *Rocket* and the *Merritt;* another man received Mr. Burgess' place, but was shortly after dismissed; then witness got the position at $1,200; received increase of $300 under Mr. Préfontaine, 677. Board of Steamboat Inspectors does not meet often, its regulations have to be approved by Minister; his inspectorship extends from Newport up to Sudbury; all ocean steamships come here and require inspection; had about twenty-five ocean steamers this year;

LAURIE, WILLIAM—*Continued.*

inspects machinery, there is another inspector for the hull and equipment; there are over 200 boats in this division; has an assistant who inspects tackle along the wharfs for loading and unloading steamers; such an inspector was necessary owing to numerous accidents; witness inspects all foreign registered ships trading between Canadian ports; this law has only been in force for a couple of years, owing to shipowners on the upper lakes getting vessels built on the other side and getting them registered there; it was considered a drawback for these upper lake men to come under own inspection, the law was introduced also to get at the boats up there, and in getting at those boats they brought in all these Norwegian ships that are trading between here and Sydney; fees for inspection were done away with three years ago, 678. They get a certificate if they pass inspection, and it is posted up on boat; with this increased work there is no corresponding increase in salary; in winter work consists in going over plans of any new work that is being built; also has to examine engineers coming up for examination; has to look after all boilers and machinery built for the boats; is not under Superannuation Act; formerly when inspectors of steamboats retired they drew annual allowances; desires an increase of salary as he considers he is the poorest paid inspector in whole service, 679. There are twenty-one inspectors, all of whom, except two, get $1,500; thinks that with his previous experience he should get at least $1,800, but from $2,000 to $2,500 would be a very fair salary and quite low enough for such work; such is the salary in America, and they are a poor class in comparison with our inspectors; the boats that trade between Sydney and Montreal are chartered by the Dominion Coal Company, the Intercolonial Coal Company, and the Inverness Coal Company; in inspection work you destroy a lot of clothing, having to crawl into all kinds of places; if a man does his duty conscientiously he has a lot of trouble and hard work, 680.

Letter: Gives more particulars in regard to requirements to fill the position of steamboat inspector; before being appointed one has to pass a very severe examination on construction of boilers and engines, calculations and designs, it requires a man to be a first-class engineer, boiler-maker, arithmetician and draughtsman or consulting engineer, and to speak both languages in Quebec; was appointed in 1894 at $1,200, with understanding that it would be increased from year to year; got no increase for ten years; then was raised to $1,500, which, owing to increased cost of living, left salary as before; four years ago was offered position in New York at $3,000 to start with; consulted Mr. Magee, who advised me to remain and that I would get a good salary later; department forbids an inspector doing any outside work; considers that a man who has served four or five years apprenticeship for nothing, should be paid a reasonable salary of at least $2,500, 681.

LAVOIE, Dr. J. P., Quebec, 511.

Was appointed only since April 1, at a salary of $1,400, consequently cannot give a great deal of information, 511.

LEAK, W. W., Letter Carrier, Toronto, 984.

On entering service they stopped statutory increase and brought in a new Bill 106, accepted it, but is still under Superannuation Act; had a bad knee from stair-climbing, then had grippe, took holidays in sick bed and had no vacation that year; other men in Toronto office had pay during their sickness, though they are under the new Bill 106; assistant superintendent said 'it was a matter of pull;' asked if his record was as good as theirs, he said 'yes, and probably better;' so it appears that unless a man has pull with a politician he must lose his pay and his holidays, 984.

LEBEL, CHARLES A., Assistant Agent, Marine and Fisheries, Montreal, 662.

Is assistant agent of Marine and Fisheries Department in Montreal; agency established by Mr. Préfontaine; agency consists of the agent, assistant agent, assistant engineer of buoy service, a messenger and a typewriter; there is also the pilotage office; there is the inspector of steamboats, the inspector of live stock; the duties of this agency were taken over from Quebec and Ottawa; duties of this agency and buoy service extend to Platon, thirty miles above Quebec, 662. Offices of agency are at 223 Commissioner street; the greater part of the building is leased, nearly all one flat is occupied by the Commissioners' Court; also the engineer's draughting office; Mr. Boucher was in department twelve years before decentralization of Ottawa and Quebec agencies took place, and he made a specialty of buoy service; the putting down and taking up of buoys is a work of great responsibility and to see they are always in position; staff was constituted in 1903, and occupied part of Boyer building; there was an investigation concerning charges for furniture in that connection; salaries settled four years ago, 663. Great difference in cost of living now and four years ago; a man may be forced at beginning to take a salary he does not care to remain at; have not made complaints to Ottawa, but were advised to wait for this Commission; witness has to attend to office work, and be in continual communication with the large shipping interests and the public, the 'phone is never idle; if movements of government vessels are desired to be known, they apply to office here; a man in the office must have initiative, 664. Record of arrival and departure of vessels is kept at pilotage office; in Montreal district there are 348 buoys, 59 of which use the new illuminant; have been no accidents in refilling these buoys here; though task is dangerous there is no difficulty in getting men to do the work; the buoys are tested for capacity and pressure before being put down; there is a good deal of carelessness on the river, barges coming up loaded with wood and sand displace these buoys; when light goes out the engineer takes care before the buoy is reloaded that there is no stuff still in it; at end of season buoys are opened up and examined, 665. Stuff put in the buoy is supposed to last ninety days; the number of these acetylene lighted buoys is increasing rapidly; machinery of buoys is sometimes defective and they have to be watched; carbide calcium for buoys is supplied by contract; it is known that if these buoys are not handled with care there is danger; and no buoy is filled except when engineer or assistant is present; have received instructions from engineer of ship channel when to put down or remove a buoy for dredging purposes, 666. A pier in Lake St. Peter came to grief by canting; it was said bottom of lake is too soft, and would require a large expenditure to put down one strong enough to withstand ice coming down in the spring; Mr. Cowie looks after the supplies on the dredging vessels, and Mr. Boucher for the *Shamrock* and the *Acetylene,* the last named practically doing the filling of the buoys; Mr. Boucher gets 60 cents a day for officers, and 50 cents for men; the crew of *Shamrock* numbers fifteen, and on *Acetylene,* 9; and in bad weather they have to engage extra hands; vessels are supposed to be under steam by April 1, 667. Mr. Boucher practically lives on one of these boats; but has to be in the office during the week to certify to everything; apart from the buoy service the Montreal agency looks after all the expenditure made on the construction of new lights and piers and repairs to wharfs; last year seven or eight new lights replaced the old lights; sometimes the Shipping Federation finds fault as to position of these lights and they are to be changed; the lights are built on plans of chief engineer, and generally on recommendation of Shipping Federation; there is a wharf at Sorel for Public Works and one for Marine Department, 668. Construction accounts are kept apart from buoy service accounts; the disbursements for construction are

LEBEL, CHAS. A.—*Continued.*

controlled by department, these bills and the men's time have to pass through the agency, and examined and certified by Mr. Boucher; there is a contract for broken stone only in these constructions, the building is all done by day labour; timekeepers' lists for constructions made up twice a month, 699. Timekeeper has a little book for each work, in which he keeps the time; that book is examined every time the engineer or superintendent goes around, finds that the men in it are on work, checks and initials it; and end of every fifteen days these books are sent to Sorel office, where the clerk under guidance of engineer and superintendent, makes out the pay-lists and sends it to our office; not to his knowledge, that a name may be on the list and not perform any work, that it has ever been done here, 670. All accounts and pay-lists for construction work come to the office, we prepare four copies, and the statements, four vouchers for every account; we keep a ledger where all the entries, accounts and cheques are entered; every voucher is numbered so that if anything is referred to we can put our hand on any record in the office; cheques for pay-list and construction come in Mr. Boucher's name, he cashes the cheque and pays the men; he receives also a small amount from Ottawa for advances; when supplies are required for the men on board the boats, they are allowed to buy what is necessary and accounts are sent to our office for approval; there are five boats, the *Shamrock* and *Acetylene* for buoy service, the *Verchères* for resident engineer at Sorel, and *Hosanna* and *Alpha* for construction; we sometimes charter other boats when work is pressing, 671. On chartered vessels, it depends on contract with them, how the men are paid; Mr. Arcand feeds all the crew on the *Vercheres;* last year Mr. Roy had the contract for feeding all the men engaged on construction, this year it is Mr. Charland; some chains are called for by tender, chains for buoy service are expensive as it is important they should be the very best; there is no open tender for buying these chains, prices are called for, the prices are sent to Ottawa and approved before we buy any chain; the engineer knows what the chain is worth; there are two or three firms who have the patronage, to whom we go and get these things; if a large purchase is made it is by tender, always sending the prices to Ottawa, 672. If cedars for buoy service are wanted, we apply to lumber dealers; supplies for agency are mostly got from Ottawa; have also to look after 'Aids to Navigation,' for which there is an appropriation, for lighthouses, lanterns for lighthouses, buying or leasing a piece of land for a new lighthouse, boats for lighthouse keepers; next year it is said we will look after our own lighthouses; the oil comes from the Quebec agency; salaries in our agency are all fixed, but increases are expected; we make out an order for everything we buy, and it is sent to Ottawa, with the account; we buy coal for our boats, but at standard price, it is steam and hard coal, 673. Government gives large contracts for coal at Sorel by public tenders; our boats when at Sorel are supplied there; but when our boats are away in an emergency they buy coal from other parties, but at same prices as at Sorel; we buy coal from those who have patronage of department or from the shipyards at Sorel; the member divides up patronage among friends as much as possible, but we do not pay any dearer for the coal; all wood bought for buoy purposes is inspected by an inspector, 674. Our engineers on board the boats would complain if they received coal of an inferior quality; to his knowledge no collusion exists between the coal men and the engineers; witness is present not to plead his own case only; pleads for Mr. Boucher, the buoy engineer; engineers who do equally important work as he get far larger salaries; he is a technical man and his minimum salary should be $1,800; now he gets $1,500, his maximum should be $3,000; he does a great deal of work and has

LEBEL, CHAS. A.—*Continued.*

great responsibility; he has to keep the marine companies posted on the position of every buoy between Montreal and Quebec; shipping people expect a great deal from us and we do all to assist them; there was an accountant here to look after the books, but he was removed to Ottawa, and have none now; the assistant engineer of buoy service is only getting $1,200 a year; the typewriter and the messenger should have increases, 675-676.

LEBEL, JOSEPH, Assistant Inspector of Weights and Measures, Quebec, 369.

Receives $1,100 salary, 369. Assistant inspectors should be put on same footing as other civil servants; they are not classified, are left at a low salary, with no prospect of increase, are left entirely to good will of government, and if a man has no influence he has to remain at a low salary, 371.

LEBLANC, ALPHONSE, Railway Mail Clerk, Montreal, 912.

Instances the hardships of a mail clerk, being on duty on one occasion for three days and three nights; thinks they should get better pay; is six years in the service; is now in superintendent's office on sick leave; has been off the road for eighteen months; is still a mail clerk, receives no mileage, only his salary of $700 a year; passes case examination yearly as if on route, 912. In each division there is generally a mail clerk in the office; there are nine districts; there is one difference between the post office clerks here and the railway mail clerks; in Montreal post office the clerks are not asked to pass the qualifying examination, only the preliminary, and they start at $400 in the fourth class; they often are promoted to the third class at $700 inside of two or three years, and it takes us four years to get into the $700 class; mail clerks should know all that pertains to the railway, and it takes years before a clerk is proficient in his work; thinks it better to have the railway staff separated as now; accommodation on Canadian Pacific Railway is very good, on the Grand Trunk Railway it is faulty; between Montreal and Toronto they have a car 39 feet 9 inches long, and six men are working in it during the night, sorting, &c., there is no room to turn about, it is a nuisance, 913.

LEBOURDAIS, A., Magdalen Islands (letter), 1171.

Makes an absolutely necessary appeal for an increase of salary; relates story of his shipwreck, found one week later in land wash, with both feet frozen, having had no food all that week, driven in an open sleigh for twenty-five miles, had both feet cut off by Rev. Mr. Riopel, with a hand-saw; next spring had second amputation of legs; entered marine service under Mr. Mitchel, obtaining temporary work; established signal service from Quebec to Macquereau in Chaleur Bay in 1880; sent to Magdalen Islands in charge of telegraph service at $500 a year; has been superintendent ever since; rebuilt line in new and all its branches, now thirteen, and instructed all the officers; receives all moneys and pays salaries; in 1890 salary increased to $600, and in 1904 to $700; has brought up family of two girls and four boys; is sixty-four years of age; gives list showing cost of articles has doubled and trebled; can barely make both ends meet, and saving nothing for old age; all salaries in this service require revision, as all are poorly paid; imagine an operator receiving from $50 a year, 1171.

LETRAY, THOMAS, Painter, Public Works Department, Toronto, 1175.

Served thirty-two years at trade of painter; was to be a painter in summer season, and a fireman in winter; has charge of painting branch of Public Works Department, yet he receives only the pay of a fireman; could earn far more outside; remains in government because he wished to get some occupation under government; claims he is worth to government double the amount he receives in salary, 1175.

LEVASSEUR, NAZAIRE, Inspector of Gas and Electric Light, Quebec, 380.

Appointed inspector of gas and electric light, 1878, at $1,000; extent of district; office hours from 9 a.m. to 4 p.m., averaging six hours a day the year round; at times has to work from 5 to 9 making phonometric experiments to ascertain power of the light; when travelling he gives vouchers for travelling expenses; goes to places easy to get at, and other places when called for; is under Superannuation Act; has an obliging assistant; no difficulty in getting assistant inspectors, 381.

Memo.: Divisions and subdivisions might be established as follows: (1) one inspector general in Ottawa for Dominion (already existing); (2) inspection office under district inspector authorized to inspect all offices; to superintend repairs, opportune or necessary, selecting a person for that office having technical and mechanical experience; (3) classification of inspectors respecting salaries and powers, in proportion to annual receipts and extent of district; assistant inspectors are included in above three classes; complains that present salary is not according to Act 64, Victoria A 1901, annex B., page 196; has assistant inspector at $300, who is also food inspector at $300, out of which he pays guarantee of 30 cents per month for goods entrusted to his care; important in the interest of stability and efficiency of Civil Service that salaries be fixed on highest minimum to comply with average cost of living; that members of civil service faithful in their duties, be made sure after seven years, of being paid according to their class, the fulness of their salary; increased work without increased salary; recommends (1) inspector general; (2) assistant inspectors; (3) district inspectors, 382-383.

LOW, A. P., Deputy Minister of Mines, and Director of Geological Survey, 227.

This department is now Department of Mines, including old Geological Survey, Dr. Haanel's branch of the Interior Department; joined survey in 1882; has been director, explorer, geologist; present salary $3,600; does not require much clerical assistance, but technical officers; taxidermists, museum assistants and photographers are paid out of ordinary vote; is deputy as well as director, 227. Clerks get three weeks leave of absence; all, including technical officers, sign attendance book; office hours are from 9.30 to 4 o'clock, but most remain after five; we still publish our own maps; would be desirable to have a cartographical department in which all maps would be published; are much crowded on Sussex street; all officers under Superannuation Act prior to 1897; abolition of that Act was a mistake; technical men are required, and without a guarantee of superannuation to look forward to they can make twice as much outside; there are continual resignations, 228. If Superannuation Act were restored it would add to stability of service; all technical officers appointed by order in council; on probation for one year; are appointed on their scholastic attainments, most of them being graduates of some university; in the service they get $1,800 or $2,000, and on going out they receive $4,000 or $5,000; there is great demand outside for men on our staff; not much chance of a scientific man coming into the service getting more than $2,500 or $2,600 a year, 229. A number of our reports are printed at the Bureau, owing to maps, &c., it is generally a year before a report is issued; formerly waited to bind reports together; classification of staff; nearly all officers collect specimens for museum; Dr. Whiteaves is curator of one part, and Dr. Hoffman of another; present building is not very safe; have hydrants in building and night watchman; there are many fossils and mineral specimens it would be hard to replace; a list is made out where each exploration party shall go, and submit it to Minister, 230. These explorers require sub-explorers; usually there are about twenty-five expeditions; we explore for geology and natural resources of the country; each

Low, A. P.—*Continued.*

party consists of about six men, one or two of whom are students, others are canoe men and packers; they get a certain proportion of the money appropriated to them, and an order on a bank somewhere; we have a form which each man fills showing the places he is going to, and how much he requires; we give cash to pay canoe men and buy supplies; an explorer gets his living allowance; if he treats any one to get some information he is that much out of pocket, 231. An explorer is nearly always out of pocket; there should be some allowance for obtaining information; the survey is undermanned, for we cannot get the men at our salaries; about $1,500 would be a fair salary for a young man leaving a university, it is now only $1,200; an ordinary clerk would not do, a man must have a scientific training, good physical strength and moral character; owing to extensive mining all over the world our men are continually passing from us; their salary should be $3,500, with yearly increases of $100, and a Superannuation Act; mine owners are beginning to appreciate the worth of college trained men; director goes out inspecting and adjusting difficulties; travelling allowance would be better for an explorer than a lump sum, 232. One woman in the library, is very capable; has a high scientific knowledge and can direct attention to almost any book in the library; has been there nearly twenty years; two other women are stenographers, two in the statistical branch and two in the library; permanent staff prefer title 'geologists;' temporary staff are called explorers and draughtsmen; one photographer acts also in Department of Interior, 233. Petrographer is one who examines sections of rock through a microscope; would suggest that technical officers be classed in two grades; any of these officers can go out and get double the pay they receive from government; new men coming in without superannuation in view go out a good deal easier than men who have; if government would grant superannuation the men on staff would accept two-thirds of the salary they could get outside; there are three parties of surveyors now on the line of the new Transcontinental Railway; about one-third of the area of Canada has been explored, 234.

Statements showing the number and salaries of the permanent and temporary employees in department for years ended June, 1892, and June, 1906, 235.

Memo. accompanying statement of director: Increase of salaries to permanent officers appointed under the Geological Survey Act are not statutory, as are those appointed directly under Civil Service Act; clerks directly under the provisions of Civil Service Act receive the usual statutory increase of $50, until they reach maximum of their respective classes; promotions, as a rule, are made from staff employed, but salaries are in no way adequate to the services rendered, nor to those paid by outside corporations to men of equal standing and ability. *Retiring allowances.*—Twenty-four officers on permanent staff in 1905-6 came under provisions of Superannuation Act; eleven contributed to retirement fund. *Retirement Fund.*—This fund is unsatisfactory and should be abolished; Superannuation Act should be revived for permanent officers, thus securing a moderate provision for old age or infirmity; an incentive also for young men to take lower salaries than they might receive for outside work, 239.

McCaffry, J. R., Chief Clerk, Customs, Toronto, 158.

Is oldest officer in the service to-day; gets $1,450 now; a junior receives more salary than his senior; on death of predecessor became chief clerk in 1894; passed promotion examination in 1895; entered service at eighteen, passing through all the grades; was passed over by a junior at a higher salary; about 140 employees in Custom-house, about fifty being temporary; some

McCAFFRY, J. R.—*Continued.*

pass oral examination; do not think we are getting so many good men in the service now, 158. Service has deteriorated last twenty or twenty-five years; of those who entered at the same time there is not one who is not getting at least three times his salary; have a little private means; no annual increments in the outside Customs service, 159. The trouble is the absence of an annual increase; the maximum salary of a clerk is $1,200, but no one gets that amount; Bank of Montreal does not allow a clerk to marry on a salary less than $1,500; Customs laws hard to administer; Customs clerk supposed to be familiar with the Customs Act, the Audit Act, the Merchant Shipping Act, the Chinese Immigration Act, the quarantine regulations and a larger area of matters than is required in any other branch of the service, 160.

McCLANAGHAN, J., Guardian in Lobby of Post Office, Montreal (letter), 1153.

Asks an increase of salary, as cost of living has increased from 75 to 100 per cent, house rent in proportion, while wages remain same; cannot live on present salary; asks for $65 a month as that is lowest amount a family can be raised on in Montreal, 1153.

McDONALD, Rev. Father, Chaplain, Kingston Penitentiary, 561.

Chiefly officers' friends get clothing and boots at cost price plus 10 per cent, 561. Number of juvenile offenders is very large, boys of fifteen or sixteen are sent there for petty and trifling offences; report of 1906 gives number of prisoners under twenty years of age as 156, out of a total of 1,423 in all penitentiaries, or about 11 per cent; the criminal insane are not sent to Rockwood, public protested, 562. Case of prisoner escaping mentioned by Mr. Reid (p. 570), the convict was an inmate of the asylum therefore surveillance was not as strict in a sense, 570. Guards are longer on duty in case another guard is sick, 572. Guards twenty-four hours on duty or ready to be called, 573. Reason for disallowance of house for farm instructor was that all perquisites were cut off by new Act, 573. Has been nine years constantly in attendance at penitentiary; attends also to the families of the guards, they have a church of their own outside, is parish priest of Portsmouth, composed of the families of the guards; is at prison morning, afternoon and very often at night; the only attempt at isolation of youthful convicts from the hardened criminals is by placing them near a discreet man; last report says about 11 per cent of prisoners at Kingston under twenty years; thinks judges are not discreet enough in checking this growth of crime, 574. 'In this way that they jump too quickly at conclusions, and to rid a place of this element they foist them on the penitentiaries; ticket-of-leave is now in force, and has been very beneficial; only two or three convicts have been returned; on release a convict is given money enough to carry him to place of conviction; thinks it desirable that part of what he earns in prison be put to his credit to encourage him to lead a better life; many on release desire to go to other places, but do not receive enough money; many prisoners are tradesmen; some are sent here to learn a trade which they drop altogether on leaving, 575. There is considerable office work in connection with binder twine; a prison of a reformatory character for convictions for first offences between ages of sixteen and thirty, was suggested but never carried out; it is a matter of daily conversation at penitentiary to see young boys being continually with hardened criminals of all classes; Protestant chaplain gives all his time to the prison and the convicts; the chapel in connection with church at Portsmouth has a famous name 'The Church of the Good Thief,' and was

McDONALD, Rev. Father—*Continued.*

erected in time of Sir John Thompson, 576. Chaplains are still without houses; would be more economical for chaplains if they had houses; they receive $1,200 each; did not know that salaries in other penitentiaries were to be raised, so did not complain, 577. Hours of duty vary very much; no week day services now; has never taken any holidays; thinks Mr. Cooke never took holidays; has given catechetical instruction for confirmation; practically at Kingston the chaplains give their whole time to their duties, 578. Takes exception to retirement fund, because they are labouring under a disadvantage, not having even the same advantage as a guard has; gives $60 a year to retirement fund and on retirement gets his money back; heartily approves of a sort of pension applying not only to officer, but to those dependent upon him; the warden also approves of such a pension, 579.

McDOUGALD, JOHN, Commissioner of Customs, 83.

Appointed May 1896; increase of ports, outports, stations and duties; salary $4,000; has an assistant and three chief clerks; eight first-class clerks, 83. Fifteen second-class clerks; eighteen junior seconds; their salaries begin at $800; cannot get good men at $500; number of women applicants increasing; removal of statistical staff from ports to Ottawa where work is done better and more promptly; Customs laboratory employs an analyst and examining officers, 84. Mr. Bremner is inspector at Halifax; all clerks at Ottawa on Civil Service list have passed examination; many applications; promotion papers on 'duties of office' set by department, Civil Service Examiners the other papers; staff increased but work has trebled; third-class clerks start at $500, 85. Attain to other classes by promotion; no temporary clerks now; clerks get three weeks of absence; no dismissals; office hours from nine to five, with hour for luncheon; office open all day; in West Departmental Block; statistical staff of some eighty officers in Wood's Building; every chief, first and second class come under old Superannuation Act, 86. Superannuation Act if restored would add to stability of service; have been slight changes since scale of salaries in 1882; collector at Montreal receives same salary as in 1882; preventive officers are of two classes, some for special service, others merely guarding the ports; appraisers to pass examination, 87. Inspectors receive only actual travelling expenses; should have larger allowance; most of them getting old; inspectors' duty; the manifests are kept at ports, entries sent to Ottawa when passed by the importer; inspector checks them, 88. A check at large ports to prevent fraud, danger is at small ports with only one officer; little serious trouble from defalcations; two inspectors for province of Quebec; from special vote last session each officer received $100; where salaries were low; inspectors, collectors and preventive officers may be appointed without examination; collectors seldom transferred; staff at Montreal stay till death or retirement; a few are sent elsewhere to relieve pressure, 89. Collectorship is generally under local patronage; a junior officer appointed at Montreal may get up to an outside chief clerkship at $2,000; about 2,000 officials in service; collector would be more efficient if he knew subsidiary duties from bottom to top, 90. There are some good collectors, but a few do nothing; young men in west leave on account of the salaries; a spirit of unrest in the west; appraisers of dry goods, grocery, hardware and drugs at principal ports; smuggling about the same, but better watched; appraisers must have knowledge of the kind and value of goods imported; more justifiable to appoint appraisers from outside, 91. Check upon appraisers; gaugers measure and test the strength of liquids; office hours for outside officers from eight to six, but in Customhouse hours are from nine to four, business must be finished before leaving;

McDOUGALD, JOHN—*Continued.*

always an officer on duty when a ship arrives; officers are paid 30 cents an hour before eight and after six; same men meet the steamers; Customs inspectors should be put on the same scale as Inland Revenue and Post Office inspectors; packers and messengers are paid too low, and appraisers should be increased, 92. Present tariff has increased work; 50 per cent more work now; liquor smuggling is now almost wiped out; there is still smuggling in tobacco and small stuff; informers receive one-fourth, seizing officer gets one-fourth, and half to revenue; order in council regulates that no officer of the inside service can profit from seizures; entries made in duplicate by importers in the several Custom-houses; one comes to the department with the invoices, the other is kept at the Custom-house, 93. Inspectors deposit moneys on making entries; in banks designated by Finance Department daily at large ports; collector must remit all the money received; in smaller ports remits twice a week to department, but daily in bank; entries, numbered in rotation, add them up and compare with amounts deposited; in making a remittance, original statement is kept by the collector, duplicate goes to Department of Customs, and triplicate and draft to Finance Department; Excise people will not accept our cheque if it is not made payable to the order of Receiver General; Hobb's defalcation; would take two invoices, each representing say one car of iron; he typewrote the two cars on the one invoice and suppressed the other; it is alleged the Customs officer was incompetent; the Canadian Pacific Railway, for whom Hobbs was acting, claim they gave him the cheques to cover the whole amount; he deposited the cheques with Customs cashier and got the difference back contrary to departmental orders, 94. Are making claim on Canadian Pacific Railway to cover the amount of unpaid duties; defalcation spread over about two years; was entry clerk for Canadian Pacific Railway, and his duties were to enter contents of everything imported by them; most entries were right, the wrong ones were special cases; amount of defalcation about $60,000, of which about half was returned; Customs claim now is over $30,000; collectors as a rule at large ports are men who have seen other service; the Minister adjudicates cases of seizure on written report from commissioner; Minister approves or not, then party can appeal to the court, 95. Mr. McMichael has had supervision over cases before he makes a seizure; informers paid by collector or inspector; defalcation at Drummondville, there was a transfer of liquor in bond, was question as to where the liquor was, it was traced up and found that it had not been accounted for; it was done by the suppression of the manifest used in forwarding goods from one port to the other, 96. Commission in 1892 asked what was to hinder a collector at a small port from suppressing an invoice; that is really what happened at Drummondville; our check is very good, but more inspectors would make it more efficient; if invoice honestly represents the goods we do not interfere if difference in value is trifling, 97. Vacant collectorships are not kept open very long; tide waiters require medical certificate; have no physical test as in England; officers meeting the public wear uniforms; officers of inside service no uniform; we supply the buttons and the bands and they supply the rest; Sunday service is refunded by railway companies; service is under-manned at present, owing to work increasing so rapidly, 98. Cost of collection is less than 4 per cent; as revenue gets bigger it costs less to collect, for salaries are low; would call attention of the Commission to monthly report, it is one of the heaviest works of the staff at Ottawa; there are some eighty men employed on it, and on annual report; thinks clerks in outside service are not as efficient as in the inside service, because latter is the supervising division; outside service scattered; salaries for outside amount to $150,000 a year, while for inside

McDOUGALD, JOHN—*Continued.*

they amount to over a million dollars; work of late has been getting more complex, 99.

Memo. respecting department for fiscal years ended June 30, 1892 and 1906, 101.

McKAY, JAMES, Collector of Customs, Port of St. George, N.B. (letter), 174.

Appointed in 1879 at $600; there was also a preventive officer at that port at the time, but was superannuated in 1885; his place was never filled; therefore had to perform both the inside and outside work of the port; have had no increase of salary; have served twenty-seven and a half years, during which the average annual collections have exceeded those of predecessor; has given satisfaction in his work; under the circumstances and owing to large increase in cost of living feels that he has a fair and reasonable claim for an increase of salary of at least from 30 to 50 per cent of original salary; on appointment possessed about $2,000 worth of property; is not seventy-one years of age, considerably rheumatic and not likely to work much longer; would like an increase of salary or a liberal superannuation allowance or his prospects for the future are not bright, 174.

McKENNA, JAMES A. J., Assistant Indian Commissioner, 264.

Assistant commissioner, $2,600; entered service at Ottawa 1886; appointed to present position 1901, 264. Made treaty No. 8 with Indians, also treaty No. 10; thinks one more treaty would practically settle Indian question; in Peace River district we allowed Indians to take their lands in severalty; formerly all lands were held in common; we allow agricultural implements and seeds; live stock was formerly bought in east, now all can be procured in west, 265. Meat is dearer in Winnipeg than here at Ottawa, because cattle are no longer allowed to roam at large and herds have to be kept within a certain defined size; first-class beef sold here is Ontario stall-fed beef; may get western beef at times, but only when old country prices have fallen; in Winnipeg rents, taxes and help are higher, thus affecting price of meats; schools were built by government, then handed them to certain religious denominations, paid salaries of teachers and met all expenses; under late government system was changed, allowing so much per capita to same people for running schools, retaining, however, ownership of buildings; government pays teachers $300 a year, they receiving also an allowance from respective churches; in these schools the state acts in *loco parentis;* can bear witness to civilizing influence of missionaries; not wedded to new system it is too economic that principals of schools have difficulty in making ends meet, 266. Different grades of Indians requiring relief; at one time accounts were passed on by commissioner and paid by him; since 1897 accounts come to Ottawa; former system the better; estimates are made in west and tenders called for here; goods received are checked by invoice, 267. Process of Indians becoming self-supporting is rather slow; tuberculosis—glandular tuberculosis is the great cause of death among Indians, 268. Thinks that the Indian charge upon the public would be very much lessened by a systematic throwing open of reserves for settlement; finds that Indians tilling land near the whites show a better idea of cultivation; would like to see all Indians in same condition as Six Nation Indians, even these would be better off to-day if the land had been divided and allotted in severalty years ago; we sell land at auction or tender at an upset price, 269. Desirable that lands be sold at auction and have payments extend over ten years instead of five; longer terms bring better prices; have two women stenographers; thinks that the employment of women has closed the avenue for young men, and that we are not training young men for the higher positions as we should do; we expect

McKENNA, JAMES A. J.—*Continued.*

an inspector to visit each agency at least once a year; they are paid their actual expenses, 270. Would favour a per diem allowance; when a vacancy occurs, we notify Ottawa and a person is appointed; are not immune from political influence in regard to appointment of agents; efficiency in the service requires superannuation, 271. Farmers are good instructors; a Pension Act with provision for widows and children would attract people and hold them; a classification of salaries should be made; great difference in cost of living between east and west; cost of living during last four years has increased 40 per cent, 272. Bank of Commerce allows to men transferred from east to west, if unmarried, a special grant of $200, if married $400 a year; other banks an average allowance of $300 a year; clerks out west receiving $400 and $500 on appointment cannot live properly, but have to get extra work; essentials of good service; have heard that men of inferior grades are doing higher grade work, 273. Suggests a permanent commission to secure and maintain an economical Civil Service, one of whom having had large experience in the work of departments, the other two in the management of extensive business concerns, 275.

Memo.: Agencies scheduled in order of size and importance; suggest three classes, agents, farm instructors and clerks; agents from $1,000 to $1,800, farm instructors $600 to $900; same for clerks; the basic principles should be appointments and promotions regardless of extraneous influence, on test of merit and participation in a pension system; would suggest drawing men from experimental farms and agricultural colleges as farm instructors; cannot see why the same classification could not be applied to the outside service as can be applied to the inside, 275.

McLAUGHLIN, HENRY, Surveyor at Port of Montreal, 102.

Served in all capacities up to present position; no fixed statutory increases; assistant appraiser examines the goods and the appraiser deals with the invoices and the department, 102. 'Examining officers' are officers heretofore known as tide waiters and lockers, and who could thus obtain increase of salary without passing the qualifying examination; tide waiters were men dealing with the cargo on the docks and at freight sheds; when appointed at minimum no provision is made for fixed annual increments; may get higher by promotion; no clerk can get beyond $1,200; of the special vote last year Montreal received roughly $25,000; none at maximum of his class could receive any of it, 103. Should be annual increases recommended by head of department; condition with regard to increases has been most deplorable; for promotion should pass an examination on 'duties of office;' appraisers are officers who collect the proper rate of duty; salary inadequate for technical knowledge required; salaries of appraisers in United States are three times those in Canada, 104. Some clerks graded in the lower class doing work of superior class; tide waiters though not able to pass qualifying examination they are fit to do the work; men in the supernumerary list nominated by the department, were employed all last winter; promotion examination should be only on 'duties of office,' 105. Supernumerary men to be made permanent; nearly all appointed by this administration; can give statement presented to the Minister last winter as to cost of commodities, 106. Nine-tenths of goods destined for other places go through Montreal in bond; issued 38,000 manifests; some officers are paid less than corporation labourers, 107. Has exchanged a few men with Ottawa; could get more efficient men if emoluments were greater; men work well; recommends that superannuation be re-established; men would work better if they thought their families were provided for, 108. Officers do not participate in share of

McLAUGHLIN, HENRY—*Continued.*

seizures; some years it would amount to a few thousand dollars; extra pay from such source very small; no officer at Montreal receives anything directly or indirectly in addition to his salary, 109.

McLEOD, RODK., Caretaker, Public Building, Guelph (letter), 1180.

Though not under Civil Service has acted as caretaker of the Dominion public building at Guelph for seven years, at $400, without an increase; received $50 a year for work done in post office, but that is cut off, so he receives less than formerly; has quarters in building; in his time building is double its former size; thinks that if a man's work is doubled he is entitled to extra pay, to say nothing of increased cost of living; asks for $600, 1180.

McMORDIE, ALEXANDER, Letter Carrier, Toronto, 960.

Five hundred letter carriers are formed into an association, in which there is a mutual benefit fund for members who fall sick or die, each man paying $1 a month; dues this year amounted to $7; never heard of a letter carrier obtaining an outside position; has heard of letter carriers doing clerks' work, and yet graded as letter carriers, here in Toronto, 960. They lose their uniform and car tickets; has eighteen days' vacation, lost time over that even for sickness is deducted; begins work at 6.45 a.m. in London and Hamilton; after first trip is over, we return to office and prepare for next trip before dinner, for which one and a half hours are allowed, 961. Has to go out in all kinds of weather; not many letter carriers can find the means for insurance; twenty-five years is the limit for a man to stand the job; thinks it desirable to have some system of superannuation making provision for the widow and the orphan in case of death, it is done in Germany, 962. Meats, clothes, &c., have increased 75 per cent, 963. Refers to firemen and police uniforms being better made and of better material than the carriers'; complaint as to fit and material is general all over; in United States the men are responsible for the make of the uniform; are measured in Toronto and it is made in Ottawa; always carry the mail in a bag; would like all carriers to be put on an equal footing with senior third-class clerks as to pay and promotion; also an eight-hour day; that some record of a man's standing be kept and open to him at any time, 964. That some decent system of superannuation be devised, at present we would draw our own money, which at end of thirty years would not give you a living; has been twenty-three years in service; what the carriers really want is a proper system of equality with the third-class clerks, both handle letters, but carriers have more responsibility in case of wrong delivery or loss in delivery; in case of lost registered letter they pay full amount; would like promotion ensured; there is no system at present, only to work in office at greatly reduced salary for eight or ten years, starting over again, no man can afford to do that; states case of letter carriers of Winnipeg; that cost of living has increased 67 per cent during last seven years, that their living allowance of $15 a month be increased to $25; that salaries be increased 33 per cent, 965.

McNAUGHTON, F. M., Railway Mail Service, Quebec, 924.

Staff of four permanent clerks and one mail clerk; is senior clerk under the superintendent, at $1,200; was transferred from inspector's office when the railway service branch was established; presents a collective memo., from Ottawa, Montreal and Quebec; mail clerk above mentioned is in poor health and receives $1,200; was put in office in rather shattered health after long service, and he makes himself useful; he is sixty-four years old and the

McNAUGHTON, F. M.—*Continued.*

oldest of the railway mail clerks; he is a very respectable man and has had twenty-four children, some of whom are richer than he is; ten of them are still living with him in his own house in suburbs; judging by mother's household expenses, thinks the cost of living in Quebec has increased at least 50 per cent, 925.

McPHEE, D., Gas Inspector, Hamilton, 423, 432.

About twenty-five inspectors in this district; suggested there be two grades of inspectors and two grades of assistants, according to the money they collect, or work done, 423. Has been in gas business fifty-four years, and inspector of gas since 1876; classification is necessary because to become efficient gas and electric light inspectors, technical, mechanical and clerical knowledge is required, also a knowledge of instruments; vacancies should be filled by promotion, 424. Explains electric business when introduced in Ottawa by late Commissioner Miall, 425. Now repairs old instruments, has two provers from Ottawa under repair at Hamilton, 429.

Presents letter of those officials whose whole time is not devoted to gas inspection service, to share proportionately if increase is granted; about twenty-six officials of this class in Dominion; three in Customs, eleven in excise service, and twelve are weights and measures inspectors, all of whose salaries range from $100 to $300 a year for extra work of gas inspection, 432.

McPHERSON, DONALD, Special Class Exciseman, Hamilton, 408.

Thirty-five years in service, now a special class exciseman, salary $1,500 and $200 duty pay; is in charge of Tuckett's tobacco factory; office hours from 8 a.m. to 6 p.m., often gets away at 4 p.m.; not necessary to supervise manufacture, only take care of warehouse and see such raw material as is brought in, 408. Duties of an officer are intricate; work to be done accurately; then when manufactured tobacco is exported the government returns a rebate; all tobaccos do not contain same percentage of raw leaf; supervises the plug and cut tobacco, 409.

Statement showing the amount of excise duty accruing at the tobacco manufactory of the Geo. E. Tuckett & Son Company, Limited, at Hamilton, from July 1, 1902, to June 30, 1907, each period of twelve months shown as an item, 409-410.

MACDONALD, ALEXANDER R., Representing Mechanical and Labouring Branches, Public Works Department, 1114.

Presents a statement from various mechanical and labouring branches of Public Works Department; has been in service since 1898; is paid for the time he works; outside the service he got $3.25, on joining service he got $2.50, 1114. Men outside when working overtime receive time and a half up to midnight, after that and on Sundays double time; plasterers, carpenters and metal workers all receive more pay outside; have to be clothed better than outside workmen; if we meet with an accident or are sick, it depends on generosity of department to pay us or not, 1115. The individual employer fears the Employer's Liability Act, and if a man is seriously injured, the employer will compromise by supplying a doctor or paying for loss of time; receives check on beginning work in the morning at workshop on Queen street and returns check at 11.50 a.m.; takes out check at 1 p.m., and returns it at 5 p.m.; about 150 men in this branch; may be sent to Experimental Farm or Rideau Hall; are asking to be paid according to the fair wage scale in government contracts, 1116. Day labour as carried on by city corporation

CDONALD, ALEX. R.—*Continued.*

has proved very successful; all sidewalks during the last eight or ten years have been made by day labour and at one-third of contract price; is paid $1.25 a day less than labourers on new addition to government building; politics do not interfere very much with mechanical trades, as they do not wish to impose unskilful artisans on the foreman; as a rule have no unworthy men forced on us; class of mechanics about these buildings are of a superior character, 1117. Plumbers are paid by the month, also for Sundays, and have two weeks' holidays; thirty years ago carpenters were receiving $2; receiving in all that time an increase of only 25 cents a day; painters also; the staff, man for man, is superior to the general run of mechanics outside; refers to condition of printers at Bureau, where wages are based on scale of wages prevailing in Toronto, 1118. The trades union system has not entered into our staff, though many of them are organized men; for masons, there is lots of work in winter, as all furnaces are going and are to be kept in repair, the winter is busiest season, 1119.

Recalled: A mechanic has very little chance of promotion; if the position of superintendent or foreman were vacant it would be given to political preferment; had a mechanic been made clerk of works that tower would never have fallen; such a position might be filled by one of mechanical staff and more efficient inspection, 1122.

HON, —, Electrical Staff, Public Works Department, Ottawa, 1127.

Represents the men before the Commission in case they wanted more information; when he came on staff ten years ago there were no electric elevators in use, with them came elevator men at $45 or $50 a month, so he got a rise of $2 a month in ten years; does not run the elevator, but if it goes wrong he is the doctor called in, 1127.

INVILLE, C. P., Excise, Montreal, 318.

In charge of stamps since 1899 at a salary of $850; has an assistant at $630; wishes to be appointed as 'clerk stamper,' with medium salary, 318.

NHARD, L. E., Letter Carrier, Toronto, 962, 981.

Some carriers have to work till 6 p.m., 961. Reads statistics in regard to house rent in Toronto, 962. Submits memo. similar to Federation Association of Letter Carriers, 966. Carriers get very shabby material as well as fit for uniforms; Mr. Jamieson of Toronto was making the clothing and supplying material, but government had to take contract away, uniform not standing wear and tear, 981. Reads detailed statement of cost of living for a family of four, amounting to $47.63, the man's salary $48.25, leaving a balance of $62 out of which to procure clothing, boots, provide for sickness and sundry expenses, 984.

NKEY, W. J., Letter Carrier, Toronto.

Is still under old law, seeing nothing attractive under the new one; is twenty-three years in service; would not come under new Bill on account of loss of sick pay, superannuation and the possibility of being degraded, as Bill 106 distinctly states that men can be moved either up or down; hard to work under a salary adopted thirty years ago; if $600 was enough then we should now receive $1,000; carriers in United States start at $600 and go up to $1,200, and it is no dearer to live there than in Toronto, as statistics prove, 986.

MARINE AND FISHERIES, DEPARTMENT OF.—See *Gourdeau*, 639.

Officers.—Gregory, 686. Laurie, 677. LeBel, 662. Payne, 693. Riley, 682. St. Pierre, 659.

Memorials.—Meteorological Service, 696.

MAVEETY, R. H., Representing Charmen and Labourers, Ottawa, 223.

Represents twenty-one labourers, all of whom receive $400, except Gallagher and Stack, the latter being sick his son does his work; both the latter have been in the service about forty or forty-five years; Conroy has control of the East Block, West Block, Langevin Block, Museum, Cory Block, Wood's Blocks, 66 Queen street, and the building at corner of Slater and Metcalfe streets; starts work at half-past six to finish offices at half-past nine; common labourers get from $1.50 to $2; should receive $1.50 per day; often work till half-past eleven or twelve o'clock; are often called in afternoon and sent on messages, 223. Have to work sometimes on Sundays; work dirty and hard; has to be done quickly, could not keep up that rate all day; twenty-two rooms and grates to attend to; cannot get outside work for the two clash; we cannot live on $400 a year; are always in debt; charwomen get 75 cents a day for last two years; do not make $10 a year extra; cannot save anything; no superannuation; pretty hard to look forward to the Perley Home, or the Old Men's Home; would rather die than go there, 224.

MEMORIALS.

Agriculture.

Experimental Farm (Central).—Staff urge the advisability (1) of making positions permanent through regular appointment by order in council; (2) of granting distinctive rank in the Civil Service by placing us in the class of technical officers of the Civil Service; (3) of increasing salaries so as to make them equal to those of technical officers in other branches of the service, who have been employed for a similar number of years, and to point out that the fact that we have had to devote a number of years to acquire special qualifications to be in a position to accomplish our work is deserving of special recognition, 82.

Patent Office.—(1) The importance of patent law and practice; (2) the nature and importance of the examiner's work; (3) the esteem in which like work is held in other countries and the lack in Canada of proper regard for the examiners as technical officers doing skilled work, and of adequate remuneration; (4) the sufficiency of the office income to provide for satisfactory remuneration and for better facilities for work; (5) request for improved conditions, 76.

Registrar of Trade Marks, Copyrights, &c.—Administers three separate Acts; his duties clerical, professional and technical, 69. Must be ready to give evidence in any suit or action; increase of business in the branch, 70.

Customs.

Mutual Benefit Association.—Delegates present from Ontario, Quebec, New Brunswick, Manitoba, Nova Scotia, British Columbia and the North-west Territories; sessions of associations held at Ottawa; delegates supported by Senators and Members of Parliament; the Hon. R. F. Sutherland presented the memorial and spoke strongly for an increase; compared salaries of Canadian Customs officers with those of the United States; other members followed, advancing strong arguments why

EMORIALS—*Continued.*

Customs—Continued.

Mutual Benefit Association—*Continued.*

Minister should give a substantial increase to Customs officers; the memorial asks consideration of appeal for an increase of salaries consistent with increase of work and cost of living; increase of Customs receipts proof of additional work; it has been truly said 'that the Customs officers, with an almost unchanged salary, were never so poor as now, amidst all this abounding wealth,' 165. Gives details of cost of living per month for a family of six persons, i.e., $100.80 or $1,209.60 per year; also gives increase in market prices of various articles, 166. Companies which have increased wages to their employees; the great railway corporations, manufacturing concerns, companies and firms have voluntarily increased the wages of their employees in sympathy with the advance in the cost of life's necessities; asks for a revision of salaries it being impossible to support families respectably on present incomes; impossible to make ends meet or save anything for old age or illness; would suggest an increase of 50 per cent; it is admitted that a salary of $800 a few years ago was as satisfactory and had as much purchasing power as $1,200 would have to-day.

Memorial from west: Officers concur in the general statements in the previous memorial; having regard to the more expensive standard of living in the west we desire to request that a special provisional allowance of at least $15 per month be added to all officers of that district; cost of living west of Lake Superior is now and always has been from 25 to 40 per cent higher than in the east, 167. The Hon. Minister, in reply, said the whole subject would receive very serious consideration, 168.

Montreal *re* staff August, 1907, 110.

Montreal, memorandum from delegates (1) a general increase in salaries; (2) a change in the classification of officers in the outside service, with minimum and maximum salaries attaching to each class, and statutory increases in salary; (3) promotion from class to class on passing examination on duties of office only; (4) provision for the permanent appointment of acting officers after three years of supernumerary service; (5) re-enactment of the Superannuation Act, 111.

Montreal, memo. showing cost of living and increase in price of necessaries of life in ten years, 113.

Ontario Customs Officers.—Contrasts living now with what it was ten years ago; advance approximates closely 50 per cent; civil servant at a disadvantage with other men; question of salaries, hours of service, superannuation and retiring allowances of great interest; Customs officers on outside service receive no annual statutory increase; many officers twenty years in service never received an increase up to this year; such plan does not produce best results, nor the greatest efficiency; but has driven out good men; asks that officers be assured a minimum salary of at least $900, with statutory increase of $50, until maximum is reached; that superior officers be paid in proportion to responsibilities; that officers west of Lake Superior should receive increase consistent with the higher cost of living; that officers in the service a number of years be allowed such an increase as would equal the amount they would be entitled to had they entered the service at the minimum salary now proposed, with annual increase in accord therewith, thus granting Customs officers same treatment as other officers in the Inland Revenue and other branches of

MEMORIALS—*Continued.*

Customs—Continued.

Ontario Officers—*Continued.*

the Civil Service; eight hours for outside officers and seven hours for inside be a fair day's work; in emergency cases, on Sundays or holidays should receive extra remuneration not less than 40 cents an hour; that in frontier and other ports, where there is continuous service, the twenty-four hours should be divided into three shifts of eight hours each; an eight-hour day is now almost universally recognized as fair and just between employer and employee, 163. (1) Provision be made in Superannuation Act for those dependent on officers who have been paying for years into the funds and who die in the service; (2) would suggest that government add an equal amount to officers' retiring fund and allow 4 per cent interest on total, instead of present plan; for sake of efficiency and fairness all branches of Civil Service be placed on equal terms, 164.

Quebec, Recommendations by Customs Officers of Port.—(1) Patronage system should be abolished and appointments left in hands of Civil Service Board; (2) all officers should be on permanent staff; transfer of officers from place to place during winter and summer; (3) outside service should be classified, and annual increase of salary granted on favourable report by head of department; (4) promotion examinations on duties of office, faults of present system of classification; (5) minimum scale of salaries be fixed at a liberal amount to cover increased cost of living; (6) increase of Sunday service to 50 cents an hour, 145.

St. John, N.B., Appraisers and Clerks.—Points out that salaries of appraisers reach a maximum of $2,000, by yearly increases; rooms used at present too small, require twice as much space; not desirable that public should have free access to these rooms; suggests salaries; maximum salaries in all cases by yearly increases on recommendation of collector; do not approve of employment as clerks of officers holding rank of tidewaiter, &c., practice should be discontinued; favour Superannuation Act, with an amendment giving legal representative of a deceased officer for fifteen years or more in service a sum equivalent to one year's superannuation; hours of duty satisfactory; offices are well lighted, but poorly ventilated, and not cleaned often enough; promotion by merit; examinations on duties of office; holidays satisfactory; appointments should be of young men of fair education and ability, and good standing in community, 173.

St. John, N.B., Outdoor Staff.—Points out that the undeniably large increase in cost of living makes it necessary that salaries be increased; at ports collecting $1,000,000 and upwards, suggests salaries; increases to be recommended by collector of port; vacancies filled by next officer in merit; examinations for promotion on duties of office; no Sunday work; holidays satisfactory; all appointees be men of fair education and good standing in community; favour Superannuation Act with amendments securing to relatives of deceased officer some return, where decease occurred before superannuation, 172.

Vancouver, Victoria, Nanaimo and New Westminster, B.C.—*Retirement Fund.*—Present method is to deduct 5 per cent from salary of officers (permanent staff), with interest at the rate of 4 per cent per annum compounded half-yearly; thinks this is not best arrangement; quotes an example; not prepared to say what form of relief is best; but if retirement fund is continued, the money deducted from officers' salaries

MEMORIALS—*Continued.*

Customs—Continued.

Vancouver, Victoria, &c.—*Continued.*

should be supplemented by a sum from government; something should be done to keep good officers and an efficient service. *Salary Increase.*—Civil Service Act sets forth amount of salary each officer is to receive, with regard to the Customs officer the provisions have not been carried out; an officer in service for fifteen years receives same pay as a temporary officer in the service only a few days; when Act became law salaries were sufficient, conditions are different now, and the minimum and maximum will need to be advanced by about 50 per cent. *Cost of Living.*—Question most difficult; advance in price of everything has caused dissatisfaction, discontent, discomfort and embarrassment; and is felt by every officer in the province, yet salaries remain the same; give comparison of prices ruling in 1900 and 1907, respectively; these comparisons not mere guesses, but obtained from reliable sources, from books of merchants, from records of trades unions, and can be verified at any time, 169-170. The above being summer prices, one sees the high cost of living in the west; in winter the increase is considerable; matter a serious one; in rent alone 50 per cent of salary is required; in no place in the Dominion is the living so high as on Pacific coast (Yukon excepted); almost everything comes from eastern Canada or from United States, to which is added freight and duty; new tariff places extra duty on articles of daily use; increased salaries were given in 1904; want the same policy to be continued. *Conclusion*—Are opposed to present system of compulsory savings, and look for another scheme having essence of fairness in it; that salary of every officer be increased until maximum is reached; present salaries are entirely inadequate; that west shall have increased salaries over and above what is paid to eastern officer; officers of United States working side by side of our officers receive salaries from 58 to 90 per cent more than our officers, 171.

Finance.

Charmen and Labourers in connection with Government Buildings.—Their claim for an increase of salary for the following reasons: (1) have to clean out ashes and relay twenty fires every morning, fill scuttles and break coal, and cut wood for next day; (2) sweep two large corridors, some five or six flights of stairs; (3) attend to water filters in each department, with ice; (4) clean two or three sets of water-closets every morning; (5) sweep walls of thirty or forty rooms, japan front of fireplaces, &c.; (6) run messages for Mr. Conroy, carry supplies for outlying buildings, &c., for which we receive only $1.09 per day, and considering the cost of living, we ask for an increase of salary, 225.

Charwomen in employ of Government.—Desire an increase of salary; receive at present 75 cents a day; to be at service of employers the rest of day if called upon; many have to maintain families on these wages; considering arduous work, we are entitled to more substantial remuneration than we receive; charwomen of Senate receive $1 per day for work of similar character, 225-226.

Geological Survey.

Technical Officers.—Submit the following facts and suggestions: (1) the status of the technical officers; (2) methods of promotion and appoint-

MEMORIALS—*Continued.*

Geological Survey—Continued.

Technical Officers—*Continued.*

ment; (3) superannuation and retirement fund; (4) inadequacy of present rate of remuneration to technical officers—(1) at present no definite minimum or maximum salary, nor any reasonable certainty of regular increase or promotion for technical officers of this staff; a more efficient service could be maintained and better men secured; increase not less than $100 per annum, and possibly more at end of five or ten years; (2) make pay commensurate with services rendered; all appointments based on ability, efficiency and character, will give satisfactory results, to be obtained only by the removal of the Civil Service from political control; (3) principle of superannuation should be restored to Civil Service; would suggest an insurance endowment providing that if an employee died in service his family should receive reasonable protection, or if superannuated he might have privilege of accepting either an annuity, a stated sum, or other option; it is felt that rate of interest now allowed by government on retirement fund is too low and not commensurate with value of money in commercial world; (4) we take it for granted that government desires to retain the best men and attract good men; to do this present rates of pay should be considerably increased; we would call your attention to the large number of good men who have resigned from the staff; the provincial governments of Ontario and British Columbia, the Geological Survey of the United States, and of India, all pay higher salaries than Canada; graduates from our scientific schools are now offered salaries on graduation, higher than the government pays to university men of ability fifteen or twenty years in service, 242-243. Government of India, Department of Commerce and Industry, geology and minerals; owing to expansion of mining in America, Australia, South Africa there is great and growing demand for mining and geological experts, who command very high salaries; only alternative would be to recruit officers and train them after their appointment; this would result in loss of power, and no guarantee for work of department; rates of pay not liberal enough to retain them, once trained, 244. Tables comparing annual salaries previous to July, 1906, and since July, 1906, 245. Appendix giving conditions for Indian Geological Survey appointments, 246-247.

Inland Revenue.

Deputy Collectors, Class A.—Hold special class certificates showing a fitness for duties of their respective offices; as such they are receiving a less salary than that received by special class officers at certain surveys, apart from additional salary received by such special class officers under the regulations, while by such regulations the deputy collectors holding special class certificates are debarred such more lucrative positions; they maintain that holding such certificates, such special fitness should be recognized by increased remuneration over their co-labourers not holding such higher grade of certificate; this principle was formerly recognized by department; they feel that all deputy collectors who have qualified themselves to pass prescribed examinations for special class certificates should be classed as such, 415.

Excise Service, per Jamieson.—Showeth that the salaries at present paid them are totally inadequate, owing to increased cost of living, now fully

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Excise Service—*Continued.*

50 per cent greater than formerly; rents from 50 to 100 per cent, and foods to an equal extent; all salaries are increased in keeping with increased cost of living; work and responsibilities of officers not understood or recognized as they should be; outside service collect revenue, often amidst distinctly disagreeable surroundings, long hours from 8 a.m. to 6 p.m., must be on duty in morning when distilleries open at 7 a.m.; for six months, officers to reach their work have to rise while it is dark, breakfast and go out into storms, often breaking the roads; married men prepare their own breakfast, single men find it difficult to find boarding places to get so early a breakfast; for this they are allowed 27 cents per day extra; they have to take care of goods, the duty on which amounts to nearly $10,000,000; to take care also of packages of spirits, giving each a name and followed through all stages of blending, reducing, &c., till removed from premises; unfair to place men in such positions of trust and temptation, on very low salaries; great bulk of revenue is from distilleries, tobacco factories, cigar factories and malt houses, 405. Government's interest in distilleries is about three-fourths and that of manufacturer one-fourth; government share, less the small cost of supervision, is clear profit, and manufacturer has to pay cost of all raw materials, expense of different processes, cost of labour and putting it on market; that in malt-houses, tobacco and cigar factories interest of government is one-half; respectfully ask increase of salary to equalize cost of living; not in increments of 5 per cent, but in a lump sum; that for superannuation where an officer is in receipt of duty pay, that superannuation be based on both amounts; that Superannuation Act be so changed that in case of death of officer before superannuation his heirs be entitled to an amount equal to allowance that would have been paid him had he been superannuated one year, 406.

Gas and Electric Light, per McPhee.—Containing reasonable suggestions and changes desired by service; increased cost of living makes salary question the main issue; while petition is not altogether mercenary, yet proper grading and classification are of equal importance, 429. Suggests following classes: (1) chief inspector be head of service of gas and electricity in Canada; (2) inspectors of gas and electricity and district superintendent of construction be the inspectors in their respective districts, and also have control of construction and erection of government apparatus in districts set apart by government; three such inspectors in Canada (*a*) in Quebec and maritime provinces; (*b*) in Ontario, (*c*) Manitoba and western provinces; (3) inspectors of gas and electricity be such in their respective districts only; should be two classes of inspectors (*a*) over first-class districts, (*b*) over second-class districts; (*a*) whose revenue exceeds $5,000, (*b*) whose revenue is less than $5,000; salaries of different classes be $2,500; classification necessary, for to be an efficient gas and electric light inspector, technical, mechanical and clerical knowledge is required; service is no burden on general tax-payer, and as only twenty-one officers would be affected by suggestions, department could stand increase; in 1896 when present salaries were arranged it was understood that when service produced a sufficient surplus, salaries would be re-arranged; new appointments should be men of quality and should pass necessary examinations, 430. Vacancies be filled by promotion, or transfer from another district; that

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Gas and Electric Light—*Continued.*

boundaries be coterminous, i.e., inspectors of electrical districts be also inspectors of all gas companies in respective districts; that if Commission accepts these clauses or suggests others, increases be retroactive and calculated from the time each officer entered the service; two months' gratuity inadequate, also recommends that in case of officer dying while in active service 50 per cent of superannuation allowance be paid his widow during widowhood; if dying after superannuation, a fair allowance be given widow during widowhood; as evidence of increased cost of living banking institutions consider the least amount an employee can live on; they permit no clerk to marry on less than $1,500 a year, 431.

Gas and Electric Light, per Johnston.—Would call attention to assistant in office doing extra work at night; according to statute a test of the illuminating power of gas has to be taken between hours of seven and ten in afternoon in summer, and between five and eight in winter; this test is asked for by company, time taken is about two hours, so far he has received no remuneration only car fare; would strongly recommend that some addition be made to this officer's salary; would state also that gas company pays $12 weekly to department for this test, 432.

Gas and Electric Light Inspectors, London.—Would consider that the service would be greatly benefited by a change of regulations, and suggest the following: at inception of Act, 1896, gas inspectors became electric light inspectors; net revenue for year 1906 of $25,245.53 shows that work of inspectors has increased; as yet no salaries are paid for doing the work, and has resulted in united action by electric light companies to obtain reduction in fees; that salaries may bear relation to work performed inspection districts be classified on basis of revenue produced, 432. Assistant inspector may, on recommendation of inspector and passing required examination, become first-class assistant inspector, receiving annual increase of $100 till maximum $1,500 is reached; vacancies to be filled by promotion; districts for gas and electric light be coterminous, inspectors to give undivided attention to work; considering increased importance of work of senior gas inspector, his salary be increased $500 per annum; gratuity of two months' pay entirely inadequate, it is therefore recommended that in case of decease before superannuation 50 per cent of such allowance be paid to widow during widowhood, if decease takes place after superannuation a fair proportion be allowed widow during widowhood, 433.

Gas and Electric Light, per Roche.—Would submit that revenue produced from inspections during any fiscal year is not the standard by which services of inspectors should be gauged, but by competency and efficiency of the official; as practical knowledge and competency in the adjustment and use of the machinery is of greatest consequence, also length of service and performance be considered; officials should receive sufficient salary to live on without seeking extra work, 434.

Montreal Division, Excise Officers, 310.—(1) Present salaries are incontrovertibly insufficient owing to the rapid and enormous cost of living in Montreal; experts establish that during the last ten years the percentages of increase are: rents 50 per cent, provisions 50 per cent, clothing 25 per cent and fuel 22 per cent; we find great difficulty in meeting our legiti-

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Montreal Division—*Continued.*

mate current expenses; (2) a higher grade of salaries than that paid to skilled workmen was granted to exicse officers, now it is inferior in some cases to that of an ordinary labourer; (3) department requires great qualifications from its officers, also great responsibilities attached to positions; an extensive knowledge of arithmetic, commercial and departmental accountantship, mensuration, computation of commodities in bulk; a complete knowledge of the laws and regulations of our department; to possess a technical knowledge of the working of distilleries, breweries, malt-houses, tobacco and cigar factories, &c., an excise officer is practically an assessor of duty on all articles subject to excise; incompetence or negligence cannot be tolerated as they would cause loss of revenue; must acquaint the manufacturer with the laws and regulations governing his establishment, and efficiently protect the revenue in preventing all irregularities and fraud; (4) we, in Montreal, collect yearly more than $6,000,000, or more than one-third of excise revenue of whole Dominion; on account of enormous volume of business transacted a continuous audit is going on in the office and the outside surveys; for above reasons we desire an increase of salaries, 310. A few suggestions that would help to overcome present difficulties: (1) a special scale of salaries be made to apply to Montreal division; (2) in reference to promotions, we urge that, qualifications being equal, preference be given according to seniority; (3) that increase of salaries from minimum to maximum be made at the rate of 10 per cent instead of 5 per cent, as at present; (4) that staff, as in other departments, be paid bi-monthly instead of monthly; (5) in lieu of present retiring system, some other provision more satisfactory to officers be inaugurated; if none other can be found, then let all be placed under provisions of old Superannuation Act; (6) desirable for sake of uniformity in classification of officers, and equal justice to all, that the special class be not restricted as to numbers; and any officer having passed the special class examination be paid the minimum salary of that class; at present an officer having passed this examination may have to wait ten years or more before being placed on special class list and drawing the minimum salary, 311.

Additional Memo.: This division passes about 20,000 entries annually, equal to 60,000 entries in some other division, about 20,000 requisitions ex-factory for stamps; collects over $6,000,000; has one distillery, four malt-houses, ten breweries, twenty-five tobacco factories, thirty-three cigar factories, three vinegar bonded factories; two acetic acid manufactories, three bonded factories for perfumes, three bonded factories for pharmaceutical preparations, twenty-six bonded warehouses, not to mention chemical stills and compounders; now this large number of licenses entails a great amount of work for office work and supervision; an excise officer who does his duty conscientiously renders himself disagreeable to the public; it being difficult to have competent clerks would advise special scale of salaries and suggest an extra allowance for such as are suitable for the work; would suggest that a deputy collector, class A, should rank with a chief clerk grade A of inside service; an accountant or special class officer with a chief clerk, grade B; a special class officer between grade B and a first-class clerk inside; first, second and third class excise officers with same classes in the inside; at present the accountant in Montreal receives a salary equal to a second-class clerk

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Montreal Division—*Continued.*

in the inside; would be advisable to give salaries sufficient to compensate for 'duty pay;' government should pay cost of guarantee bonds exacted from civil servants; under Superannuation Act if officer dies widow and family receive nothing; would suggest an allowance be made the widow or children during widowhood or minority, to provide in a small way for the loss of wage earner, 313. Statistics annexed, from merchants and others, showing how cost of living has increased in Montreal in recent years, 314-315-316.

Montreal Division, Temporary Employees.—1° Qu'ils sont employés à titre d'officiers temporaires depuis huit, dix et vingt-quatre ans; 2° Que, comme tels ils n'ont aucun droit ni aux vacances, ni aux augmentations annuelles, et ne reçoivent aucun salaire en temps de maladie; 3° Qu'en considération de leur long état de service, ils solicitent (1°) une augmentation de salaire; (2°) d'être payés en temps de maladie; (3°) d'avoir des vacances annuelles, 320.

Quebec, Excise Officers.—Solicit consideration of following facts; (1) cost of living, food, clothing, fuel, light, furniture and rent have increased 55 or 65 per cent in the past ten years; (2) taxes, cost of education, services of liberal professions, rates of insurance and interest have considerably increased; (3) all railway, telegraph and telephone companies, all industrial and commercial establishments have granted reasonable increase to employees; (4) labourers formerly receiving $1 a day now receive $1.50 and $2; (5) Inland Revenue employees, especially accountants, bookkeepers, officers in charge of factories, require special qualifications entailing considerable study and expense; (6) for many it is utterly impossible to live on present salaries; (7) pray you would kindly report in favour of an increase of salary based on present high cost of living, 374.

St. Hyacinthe Division, 319.—(1) Considering cost of living is constantly on the increase, some sort of provision be made for future; (2) are not paid in accordance with the services rendered; this is borne out by comparing cost of collection and protection of revenue with business of any mercantile establishment in Canada; (2) considering standards fixed by which ability of officers is tested, the service has no attraction for class of men required by department, because of low salaries paid; (4) that men appointed as temporary officers and who by reason of age, &c., have passed no examination, yet are found competent to discharge duties assigned to them, should on recommendation of collector and inspector, be placed on permanent list at expiration of five years; (5) that special provisions be made for officers engaged in the supervision of the manufacture of fulminate of mercury and such other articles the manufacture of which is dangerous, by extra duty-pay or accident insurance; (6) uniform system of duty-pay for officers at distilleries or other surveys where duty-pay is given; (7) that pension system formerly in force be restored or offered to officers in lieu of the present retiring allowance system; (8) that some special provisions be made for the higher grades of distillery officers, as they are liable to be moved from one place to another; at present transportation expenses alone are paid and no sundry expenses are reimbursed for breaking furniture, &c.; great interruption takes place in the education of children, 319.

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Three Rivers Division, Collector Hébert.—Représente humblement que les salaires du service civil devraient être augmentés, pour les considérations suivantes: 1° Augmentation considérable du coût de la vie: La moyenne de cette augmentation, pour loyer, vêtements, nourriture, chauffage, écoles, etc., est de 30 à 40 pour 100; 2° Echelle actuelle de salaire insuffisante aujourd'hui même pour le nécessaire, sans vouloir exagérer: Nous ajouterons des suggestions qui mériteraient votre considération (1°) que l'augmentation du salaire du minimum au maximum s'effectue à raison de 10 pour 100 au lieu de 5 pour 100; (2°) que le privilège soit accordé à tout officier qui le désirerait d'être mis sous le système de pension; (3°) que pour chaque dix années additionnelles passées dans le service une augmentation de 5 pour 100 soit allouée, à titre de gratification et d'encouragement, à celui-là qui se dépense au service de gouvernement; (4°) Qu'une augmentation de salaire d'au moins 25 pour 100 devrait être accordée, avec privilège de bénéficier de la dite augmentation aussitôt accordée; (5°) qu'il ne nous paraît que juste qu'un officier, ayant contribué au fonds de retraite trente années, ait le privilège de se retirer du service après ce terme d'office, et que les deux tiers du salaire maximum auquel il aura droit, dans la classe à laquelle il appartient, lui soit payé mensuellement, 372.

Weights and Measures Officers (Windsor Division), per Hayward, 420.—Scale of salaries was fixed twenty-five years ago; other branches of service have since then received increases in salaries; weights and measures offices alone were neglected; revenue now meets three-fourths of outlay; if salaries were fair then it is manifest they are not now; cost of living has increased 50 per cent, every article necessary to life and comfort has risen in price; mechanics then got $10 a week, now $15, the labourer then $1 a day, now $1.50 or $2, but assistant inspectors of weights and measures are held down to salaries of a quarter of a century ago, 420. Prosperity of country has made them worse off than before; they work nine hours a day in summer and seven in winter, and while doing country work twelve and thirteen hours a day and one or two hours' clerical work and no extra pay; work is hard, when handling iron standards they handle from ten to fifteen tons of weights per day; these hard-worked men, these skilled mechanics, these expert clerks, begin at $500 a year and hope after eight or ten years to reach $800; they are denied benefits of superannuation fund, those less than ten years on list were cut off; sums paid in for seven, eight or nine years were returned to them without interest; not creditable to government that while revenues are expanding some of its servants are so poorly paid that they cannot live in comfort or provide for declining years; when increase has been asked for the invariable answer is, 'service is not self-sustaining, cannot grant your request;' never contended that service should be self-sustaining, it is preventive, and has two objects in view, viz., to assure dealer that his weights and measures are correct, and to protect public from fraud; Mr. Brunel said in report, 1880, 'very likely cost will generally be more than double the revenue;' Mr. Miall, the then commissioner, said, 'it is hardly expected that this service can be made self-sustaining, neither is it desirable to render it so,' 421. If service is intended to be paying then increase the fees, and not by keeping employees at inadequate wages; government practically says, 'we have fixed fees so low that service cannot be self-supporting, therefore we will

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Weights and Measures—*Continued.*

not pay you the salaries you ought to have;' weights and measures, gas inspector and electric light are grouped together, the receipts being $149,518.43 and expenditure $128,699.89; assistant inspectors think they are entitled to minimum salary of $800, with yearly increase of $100 to maximum $1,200; respectfully submit that 33⅓ per cent increase be made to present salaries; that gratuity of two months' salary to heirs of deceased officers is entirely inadequate, and recommend that in case of officer dying in service 50 per cent of superannuation allowance he would have been entitled to receive be paid widow during widowhood, and in case of officer dying after superannuation, a fair proportion be paid to widow during widowhood; that candidates, before appointment, in addition to their primary examination should serve three months in scale factory to get expert knowledge of his duties, 422.

Weights and Measures Division, Toronto, per Milligan.—Division comprises city of Toronto, counties of York, Ontario, Peel, Grey, Simcoe, Muskoka and Dufferin; they base their request for increase of salary on following claims: (1) that this branch is the most unpopular one in the service, in collecting fees, paid in most cases unwillingly; (2) inspection work is laborious and one-third of their time is taken up in clerical work connected therewith; (3) that salaries in all other business have been increased; (4) that present salaries were fixed over thirty years ago, yet cost of living has increased from 50 to 100 per cent since; they respectfully submit following increases: inspectors from $1,500 to $2,000; assistant inspectors from $800 to $1,400, 422-423.

Weights and Measures, Assistant Inspectors of, Montreal Division.—Present scale of salaries remains unchanged since 1878, though other branches have received readjustments; new industries, railway and navigation traffic have greatly increased, population more than doubled last thirty years, all of which have tended to increase varieties of weights and measures necessitated by changed conditions of business, thereby increasing labour of officers; in 1896, nine officers, salary $7,200, collections $7,777.50; in 1906, seven officers, salary $5,573.16, collections $13,364.60; notwithstanding that sixteen counties were taken off and added to St. Hyacinthe; though Weights and Measures Act primarily is for protection of people, yet this division has been no tax on government, it shows a surplus of receipts over expenditure since the beginning; officers do not participate in superannuation or retirement funds; impossible for assistant inspector to live honestly and not be indebted to merchants, let alone make provision for old age and family's safeguard; salaries paid in rural localities are altogether inadequate for those located in the chief commercial centres, where cost of living is double that of outside districts; ask to make scale of salaries for large divisions with a minimum of $800, with annual increase of $50 up to maximum of $1,200; retrospective from time of appointment, 320-321.

Western Ontario Excise Officers.—Respectfully ask increase of salaries to supply families with necessaries of life and to keep up to standard required both socially and otherwise as officials are deprived of certain civil rights, and being unable to pursue other callings, ask justice, especially as department demands all our time; submit

MEMORIALS—*Continued.*

Inland Revenue—Continued.

Western Ontario, Excise—*Continued.*

resolutions and statistics passed by different divisions in Ontario: (1) in view of marked increase in cost of living, responsibility attached to duties of office, often having to act as arbiters between government and manufacturers, daily determining quantities, assessing duties, &c., &c.; the severe and searching departmental examination (besides regular Civil Service examination), officers of excise branch are required to pass; are obliged to possess technical knowledge; desirability of attracting first-class men to service; it is respectfully submitted that there should be an increase at least enough to place us as we were in 1900, to give us relative worth of the purchasing power of one dollar; (2) endorse memorial of Civil Service Association of Ottawa relating to superannuation and retirement fund; (3) trust you will consider outside service of sufficient importance, as character of duties warrants, the staff having to deal with manufacturers, merchants, &c., thus requiring tact, judgment, and a high order of intelligence; such increase if granted be *en bloc* instead of annual increments of 5 per cent; recommend following: (1) maximum salaries of deputy collectors class A should equal minimum salaries of collector under whom they serve; (2) that deputy collectors, class B, have same salary with excise officers as soon as they pass required promotion examination; it would be well to see more appointments to this class; (3) that appointments on probation at a salary of $700 to enable them to live until they pass promotion examinations; (4) that preventive service be abolished, all officers acting in case of need; (5) that we adhere to system now in vogue and not promotion examinations; (6) that in large divisions messengers receive not less than $700, as they carry at times large sums of money; (7) that where stenographers are employed they receive a salary not less than $50 per month, with yearly increase of $50 till maximum of $800 is reached, 385. (8) That gratuity of two months' pay given to heirs of deceased officers is inadequate, and recommend that in case of officer dying in service 50 per cent of superannuation allowance he would have been entitled to receive be paid his widow during widowhood; in case of officer dying after superannuation, a fair proportion of his allowance be given to widow during widowhood, or if no widow to his infant children, if any; (9) conference be held in Ottawa every three years, of inspectors and collectors; (10) that granted that political appointments will obtain, considerable cause of friction might be avoided by consultation between patronage holder and officer under whom appointee would have to work, 386.

Western Ontario Collectors, per Alexander.—(1) Resolved that in view of marked increase in cost of living, responsibilities attached to duties performed; the severe and searching departmental examinations to be passed, the technical knowledge they have to possess, desirability of attracting first-class men to enter service, and to place service on a basis comparing with that of commercial and monetary institutions it is respectfully submitted there should be an increase of at least 33 per cent made to present schedule of salaries; (2) resolved that gratuity of two months' pay now given to heirs of deceased officers is entirely inadequate; that in the case of an officer dying in service 50 per cent of superannuation allowance be paid to widow during widowhood; and if officer dies after superannuation, a fair proportion of superannuation allowance be given to widow during widowhood, 383- 384.

MEMORIALS—*Continued.*

Interior.

Technical Officers, per Sheppard, *et al.*—Lay before Commission following facts as to standing and financial position: have been employed continuously from eighteen to twenty-five years; have never been made permanent, and have nothing to look forward to if incapacitated for further work; work of technical character demanding special qualifications, and are appreciated, and honestly performed; considering insufficient pay, the special work, length of service, the increased cost of living and our special qualifications, should be appointed to permanent staff with rank of first-class clerks; and in event of superannuation, the same should be based on first appointment as temporary clerks, 504.

Justice.

Chaplains, Kingston Penitentiary.—Both suggest that the salaries of $1,200 are not sufficient and are out of proportion of those of clergymen in other prisons; both chaplains in Dorchester, Manitoba, British Columbia and Alberta had their salaries raised from $600 and $800 to $1,000; doing duty in above mentioned prisons for Dorchester 211 prisoners, Manitoba 190, British Columbia 139, Alberta 40; serve interests of 460; merchants, farmers, traders, judges, lawyers, doctors, &c., are all receiving either higher prices for goods, more wages for work or increased salaries; chaplains feel the effects of increased cost of living; prison chaplains unlike other ministers, are called upon to deal with the worst class of men; it is their duty to reform criminals, and so convert them that when they go out they may be less of a menace to society; clergymen ought to be able to live as gentlemen, 582.

Penitentiary Branch.—(1) Previous to 1895 estimates were prepared at penitentiaries, now at Ottawa; (2) previous to 1895 tenders prepared, advertised, opened, checked and scheduled by each warden, now all is done by inspectors at Ottawa; (3) previous to 1890 all work of construction and reconstruction was done on plans and estimates prepared by Public Works, since 1895 work is done entirely under supervision of inspectors and prison architect by convict labour; value of works under old system was $697,250, under later method $209,487, saving $487,763 during seven years; (4) since 1895 detailed lists of articles required are submitted to inspectors and revised by them before authority for purchase is given; this was formerly left to wardens; (5) previous to 1895 appointments of guards, &c., was made by wardens, now by Minister; (6) until 1902 all accounts were audited and paid at penitentiaries and nothing was done at Ottawa, now all that is done at Ottawa; (7) correspondence has increased from 900 letters in 1894, to 3,100 in 1906; (8) staff in 1894 was one inspector, one auditor and one secretary, now two inspectors, three accountants, one parole officer, one architect and one typist; (9) in 1894 salary of inspector was $3,200, franking privilege, liberal per diem allowance while travelling, those then receiving that salary were increased to $4,000; present salary of inspector is $2,800, franking privilege taken away, and system of payment for travel is done at personal loss, 547.

Kingston Penitentiary.—(1) The staff request an all around increase in salaries, amounting to at least $100 a year for each one; members of staff feel the stress of the increased cost of living; staff differs from other branches, because each time an officer goes on duty he takes his life in his

EMORIALS—*Continued.*

Justice—Continued.

Kingston Penitentiary—*Continued.*

hands, as a soldier in battle, and he has to deal with the hardest and most dangerous class of criminals and lunatics; (2) gratuity at present consists in one-half months' pay for first five years of service, and one month's pay for each following year; no resignation will be accepted unless forfeiture of gratuity accompanies it; if officer is killed on duty, family has no claim on gratuity except three months' pay; they desire that this be so changed that family may receive full gratuity claimed on retirement; (3) present long hours be changed to a ten-hour day, 580. (4) Suggest that hours occupied in services on Sunday be given to men on Saturday or services shortened; (5) pay out of all proportion to work, e.g., in July and August one man worked 767 hours for $100, a little over 13 cents an hour, working day and night constantly exposed to death; Dorchester has 211 prisoners, Manitoba 190, British Columbia 139, Alberta 40, St. Vincent de Paul 410, while Kingston has 460; receives the worst of criminals, too dangerous for other prisons, 581.

Marine and Fisheries.

Meteorological Service, Toronto.—The Toronto Magnetic and Meteorological Observatory was established by British government in 1840, and taken over by provincial government in 1853, and by federal government in 1866; later some stations throughout Canada were started which sent in their reports to Toronto; these stations gradually increased and Toronto became the centre of the service; in 1876 regular forecasts and storm windings were issued; many previous ones proving insufficient; from this on improvements in the forecasts and growth of the service was rapid; the great use of this service is for mariners, and in a lesser degree forecasting rain or sunshine for public generally; in winter all railways are directly informed of approaching heavy snowstorms, or high winds that cause much drifting; of equal importance are the climatological statistics gathered from 511 stations in all parts of country; the preparation of these statistics, weather reviews, monthly and daily weather charts, require special care and training, and we would submit that the services of those trained in the work should be retained by adequate remuneration, 696. The magnetic observations may be considered as Canada's contribution to a great international work, the full importance of which will only be proved after many years' collection of data, the instruments for the purpose used requiring most careful manipulation; service requires proper offices and record rooms; officials of central office are, director, assistant director, secretary, special officers, observers, computors, telegraph operators and clerks, and of the 184 outside stations, observers and storm signal agents; for many years central staff have unsuccessfully asked for more liberal allowances, but ask for the privileges which scientific institutions enjoy in Ottawa, increased cost of living urges them to make this urgent request; and because their work continues both day and night and on Sundays; increase in cost of living has increased in Toronto quite 35 per cent; think the position of the small salaried man is far harder than those in receipt of higher pay; scale for salaries in weather bureau of United States is considerably higher than in Canada; in United States there are specialists and in Canada the services of each individual are varied; superannuation is as important as increased pay; many old members were not allowed privilege

MEMORIALS—*Continued.*

Marine and Fisheries—Continued.

Meteorological Service—*Continued.*

of superannuation; ask a proper retiring allowance; suggest that the Director of Meteorological Service be ranked as a deputy head; that outside influence for promotion be discouraged, but promotion should depend on merit and seniority in service; submits table showing names of staff, length of service, present salary, and average rate of annual increase, 697-698.

Militia.

Royal Military College, Superior Staff.—Submit following proposal for superannuation of members of staff as become disabled for performance of duty consistent with efficiency: that the conditions which obtain in the treatment of the civil and militia services are not analogous to those under which they serve, as the initial appointments to either of these services may and usually do take place at an early age, so that time is given for a pension scheme to mature before its application; the appointment of a member of Royal Military College staff presupposes a professional experience in similar fields, and age with its ripened judgment and experience is an essential qualification for the head of a department; consider their position parallel to members of the bench, and ask that the same principle of treatment be accorded them; a civilian member of Superior Staff of Royal Military College may be retired to promote the efficiency of the staff under the following conditions: (*a*) if of fifty years of age and has served for ten or more years, he shall receive a life annuity of 50 per cent of salary at retirement, plus 2 per cent of such salary for each year's service over and above ten, but maximum annuity shall not exceed 70 per cent of salary at retirement; (*b*) if under fifty years at retirement with at least ten years' service he shall receive above annuity less 2 per cent of salary for each year under fifty; (*c*) if service is less than ten years, he shall receive for each year's service a gratuity of one-tenth of annual salary at retirement; (*d*) if retirement is voluntary with approval of government, gratuity will be as previously stated, but annuity will be subject to a reduction of 20 per cent if retiring member has not reached age of fifty; (*e*) annuities payable in monthly instalments, clear of taxes and deductions, imposed under any Act of Parliament of Canada; (*f*) service on staff to count towards pension of an officer under Militia Pension Act, in the event of transfer to permanent force; (*g*) widow of a professor to whom she has been married at least ten years before his death shall receive one-half of allowance which would have gone to her husband, 760.

Dominion Arsenal Staff.—Beg to state their salary is too low, considering the functions, responsibilities and work, also cost of living has increased for some years back, also wish to state that in this lapse of time they have not benefited of a proportionate rise of pay as have generally the mechanics, machinists and foremen, 759.

Post Office Department.

City Post Offices, per Allen.—Statement asking increases of salaries, 805. Reasons which, we claim, entitle us to consideration: (1) the cost of living; (2) comparison of salaries; (*a*) senior second-class clerk, with family of four, salary of $1,200 a year, expenses monthly $126; salary $100; deficit

MEMORIALS—*Continued.*

Post Office Department—Continued.

City Post Offices—*Continued.*

$26 monthly, 805. (*b*) Junior second-class clerk, with family of six, salary $1,000 a year, expenses monthly $92.75, salary $83.33, deficit $9.42 monthly; (*c*) junior third-class clerk, with family of six, salary $800 a year, expenses monthly $82.71, salary $66.66, deficit $16.05 monthly, 806. (*d*) Senior third-class clerk, with family of eleven, salary $800 a year, expenses monthly $92.06, salary $66.66, deficit $25.40 monthly; (*e*) second-class clerk, with family of four, salary $900 a year, expenses monthly $77.76, salary $75, deficit $2.76 monthly, 807. (*f*) Senior third-class clerk, with family of nine, salary $900 a year, expenses monthly $97.07, salary $75, deficit $22.07 monthly; Charlottetown, P.E.I., expenses yearly $1,075.09, salary $800, deficit $275.09 yearly, 808. In city of Quebec for one year expenses $1,294.82; in Halifax living expenses for family of six for one year $1,012, salary $850, deficit $192 yearly; rents: an increase of 25 per cent to 30 per cent since 1890-96, 809. Extract of a letter by a leading real estate agent in Ottawa: On examining our books as far back as 1890, we find rentals are now from 25 per cent to 30 per cent higher than then, particularly in houses of medium size, and thinks his estimate is below the average; taxes at City Hall have risen 15 per cent in last ten years; J. Heney & Son's prices for coal and wood in 1890 coal $6.50, now $7.25; hardwood, 1890 $4.50, now $6; comparison in prices of market produce for years 1896, 1901 and 1906, and these prices are lower than store prices: steaks and roasts of beef have risen from 10 cents to 17 cents; mutton and lamb from 7 cents to 15 cents; poultry is out of reach of lower grades; eggs in 1890, 12 cents, now 25 and 30 cents; cheese 10 cents to 15 cents; store prices greater than market prices, 810. Groceries 10 per cent since 1890; dry goods, carpets, furniture, furs, bread, vegetables, clothing, school, doctors, church, insurance, light, superannuation, help, all have increased 5, 10, 20 per cent during last few years; above expenses in detail have been submitted to prominent business men, who all say they were not exaggerated; in statement (*b*) food per month $43, for family of six was questioned; on explanation it came to 8 cents a meal, and in jail on Nicholas street the meals for prisoners average 7½ cents, and goods are purchased wholesale, 811. Mr. Whitney, at Cornwall, said to school teachers that 60 cents a few years ago was equal to $1 to-day; it costs directors of 'The Old Men's Home,' on Bank street, $125 per head a year; witness has maintained a family of six for the last twenty years on $650 a year, taxes and rent included; six people in Old Men's Home would cost $750; United States Bureau of Statisticians figure the difference at 17·7 for that country from 1890 to 1905, and that $83 would go as far sixteen years ago as $100 would to-day; houses that were $15 only a few years ago are now twenty; a member of government once said to me that the 'outside service' was better paid than 'bank clerks;' now what are the facts, hours, holidays, sick leave and superannuation are about the same, but in salaries there is a great discrepancy; some banks start at $300, $250 and $200, also pay a bonus in addition to regular increase; one bank has received notice that the amount of salary a man must receive before he can marry has been raised $200, realizing the increased cost of living; another bank manager says that in a majority of cases a clerk would reach $1,000 in seven years; Bank of Montreal increased salaries 20 per cent to 30 per cent during the last five years, 812. Table comparing salary of bank

MEMORIALS—*Continued.*

Post Office Department—Continued.

City Post Offices—*Continued.*

clerk and a post office clerk: total bank clerk in thirteen years $11,250, total post office clerk in thirteen years $9,100, $2,150 difference in thirteen years; average salary of bank clerk $865, average salary of post office clerk $700, in thirteen years, 813. It is often said that school teachers are worst paid class of people, a comparison with post office clerks will not bear out the statement; table showing comparison: in ten years school teacher gets $8,200, in ten years post office clerk gets $6,250, $1,950 difference; average salary of teacher for ten years $820, average salary of post office clerk, $625, $195 difference; this is based on salary paid a second-class teacher, on a first-class certificate the difference would be greater; increase in teachers' salaries in city of Ottawa since 1899 is 27 per cent; salaries to clerks in Ottawa during the last five years have risen twenty per cent; in 1902 presenting our case to Sir William Mulock, it stated: in banks when business is prospering a bonus is paid, asks department to follow example giving post office clerks a substantial increase; if I could only express to you in words what I have witnessed in post office, the hardships, trials and anxieties of men with small salaries trying to make ends meet, in many cases failing, and how little their grievances have been remedied, I could touch your heart; it is getting serious with many, 814.

City Post Office Clerks, Answers to Delegation.—Sir Wilfrid Laurier: Considers request in petition a modest one and agrees with views of colleagues; Mr. Barker thinks with me there should be no difference between the two services; will give fullest consideration to grievance and will consult Minister of Finance; does not think it reasonable that a clerk in inside service with small family should get more than clerk in outside service with large family; cannot say why this difference exists; will endeavour to bring this matter up this session or next; thinks outside service work as hard as inside; might be right to inquire what it is required to be remedied, 952. Hon. R. Lemieux, reply to post office clerks: Congratulates delegates on bringing Mr. Zimmerman with them; has given this matter considerable attention; has been thinking over the salaries of the civil servants and will himself bring matter up before the government; thinks this class of clerks is not treated as it should be, and the case has been well presented on a former occasion as well as to-day; intends to *act* immediately; is receiving deputations from all branches in the department; you have a strong case as well as my sympathy and good will; your arguments are the strongest yet put forth on salary question; trust my good will and expect fair play and justice; give me a free hand and your loyalty; as head of department was perhaps rather stiff with Mr. Allen, but you should not have mentioned about the hours; it is a condition of discipline that men in the inside and outside service should do some overwork when necessary; Dr. Coulter will see that your wrongs are righted; tell your confrères high and low that they can trust Minister and that he intends to do something during coming session, 952-953.

International Money Order Exchange Office.—Submit (1) that as fourth-class clerks are appointed at $400 a year; (2) that minimum salary be $600 and maximum $800, or that they should receive a third-class appointment; (3) that on account of great responsibility they should be remuner-

MEMORIALS—*Continued.*

Post Office Department—Continued.

International Money Order Exchange Office—*Continued.*

ated on same basis as clerks in banking institutions; (4) about $40,000 is daily converted, each clerk responsible for correctness; (5) that they are entitled to annual increase of $50, which is not always given; (6) that they are often obliged to perform night work without extra pay; (7) that for above reasons and increased cost of living they ask Commission to endorse their request, 829.

Letter Carriers' Federated Association of Canada, per McMordie, A.—Is composed of members of letter carriers in the several cities of Canada, with a membership of 498; its aim is to give moral and material aid to its members and improve their condition generally; a civil servant is practically attached to service for life, therefore the service should be made attractive to the young and ambitious; a letter carrier also has to assume his share of burdens and responsibilities; other classes of labour have their salaries adjusted every two or three years to meet increased cost of living, but salary of letter carrier is practically the same for the past thirty years; finds struggle of self denial greater every year, 966. Pay of a civil servant when at its highest point is insufficient, and at its lowest it is actual poverty; outside employment offers means of advancement, but a letter carrier can never hope to rise above a very limited income; well paid regular work renders efficient service; next to low pay, lack of promotion causes most discontent; submit that carriers be placed on same footing as third-class clerks as to pay and promotion, and promotions be made on efficiency and merits without favouritism; efficiency to be recorded and record open to inspection of employees concerned; service at present does not attract capable and ambitious young men; should be unnecessary to require more than an eight-hour day service, or forty-eight hours a week, exclusive of Sundays, 967. *Superannuation and retirement of officials.*—In 1898, Superannuation Act was abolished and Retirement Act passed, providing a 5 per cent reduction in each civil servant's salary, with 4 per cent interest compounded and held in trust till retirement; this is equivalent to a savings bank account drawing 4 per cent, and is considered a forced payment which employees think could be invested at a greater rate of interest; object of superannuation is to provide for the old age of faithful employees; Retirement Act falls far short of this; desire that an employee may retire after twenty-five years of service; or if retirement, resignation or death happens prior to retirement limit, the return of amount deducted to be paid him or beneficiaries with interest at 4 per cent. *Vacations.*—In other countries thirty days are allowed; now increasing work and strain on nerves is causing resignations from service; twelve days now is not sufficient time to recuperate; should be granted when the work is lightest, with its servants thoroughly alert mentally, would be an incentive to faithful service; in Great Britain government maintains at its own expense a pension system for all permanent employees, an eight-hour day and a system of promotion for letter carriers; government is also liable to its employees for compensation of injuries to its service in the discharge of their duties; Postmaster General recommends better salaries for postal service, as good men were leaving service; an increase of $200 on a $1,000 salary, and lower grades advanced to same scale as carriers, 969. First grade $600, second $800, third $900, fourth $1,000, fifth $1,100, sixth $1,200; establish-

MEMORIALS—*Continued.*

Post Office Department—Continued.

Letter Carriers' Federated Association—*Continued.*

ing a record for each one open to himself, so no unfair advantage may be taken of him on personal, political, religious or other reasons. *Cost of living, 1896 to 1906.*—Besides increased cost of provisions, clothing, shoes, &c., the increase of rents has gone up from 95 to 146 per cent in western Canada; cost of living in Hamilton is higher than in New York, many skilled workmen had left Hamilton for Pittsburg and New York; give statistics on cost of living, pension, sick leave, salaries of police and firemen, number of carriers to population; (1) statistics of increased cost of living, by Miss Ella M. Keys, Toronto University, 1896-1906; (2) conditions governing superannuation, work hours, sick leave, annual leave, &c., by Theo. Roosevelt, United States.; (3) conditions governing Civil Service in several provinces, as to sick leave; (4) conditions of pay of police forces of principal cities of Canada; (5) conditions of pay of fire brigades of principal cities of Canada; (6) showing population, number of carriers on city delivery, &c., &c.; *United States, official information,* 1906—(7) showing population, number of carriers on city delivery, &c., &c., 969-970-971-972-973.

Supplementary memo.: Submit (*a*) that no other country pays its servants on a per diem basis (South Australia excepted); (*b*) the system is vicious in the extreme, as when a man enters service of his country he gives up his rights and privileges whereby he may better his condition; such being the case it is the duty of the government who monopolize his services to so remunerate him that he can rely upon means of subsistence 'sick or well' while in their employ; (*c*) present scheme will not work well as long as there is distinction with other employees in the matter of salary, loss of sick pay, and curtailment of holidays; dissatisfaction is bound to be the result; (*d*) bonusing system is vicious, it being hard on those not receiving the bonus and sick pay, while new comers receive it through political influence; (*e*) it is an injustice to a man who has given the best part of his life to the service to be degraded instead of being superannuated; (*f*) that under present system a man may be absent through sickness should receive no pay and government is under no obligation to superannuate him; (*g*) ask for more liberal legislation and do away with present dissatisfaction (1) asks that carriers be placed on same footing with third-class, as to pay and promotion; (2) that promotion be on efficiency and merit, merit recorded and open to employee; (3) that eight hours be a day's work; (4) a more liberal scheme of superannuation; (5) that carrier may be superannuated after twenty-five years service; (6) that annual holidays be extended to thirty days; (7) that increase of salary be granted commensurate with increased cost of living, 973-974. The young men in Toronto are leaving the service, 975.

Letter Carriers not of Federated Association.—Reference to Civil Service List, 1903, page 238 chapter 28, 'An Act to amend the Post Office Act,' assented to May 15, 1903, Sess. Papers No. 30; Act to remain in force as it reads with few amendments: *Pay per day*: Section 3 to read, salaries grade 'A,' $1.75, grade 'B,' $2, grade 'C,' $2.25, grade 'D,' $2.50, grade 'E,' $2.75; *Annual leave of absence*: Section 7, those mentioned in section 1, twenty-two days with pay; *Additional leave or bonus*: part section 7, 'He——bonus,' be struck out; *Reduction in grade*: Paragraph 2, section 4, be struck out; reference to 'register of errors and irregulari-

MEMORIALS—*Continued.*

Post Office Department—Continued.

Letter Carriers not of Federated Association—*Continued.*

ties' is made with regard to yearly bonus or promotion to higher grade; recommends suspension and investigation in case of inefficient or unsatisfactory service or conduct; also pay for sickness when legally quarantined, 979. *Salary of superintendent*: On same basis as second-class clerks; *Superannuation*: A Civil Service Superannuation Act in place of Civil Service Retirement Act; carriers under Retirement Act be refunded amount to their credit in Civil Service Retiring Fund; superannuation under new law to begin July 1, 1907; *Cost of living*: It is due to world-wide prosperity, people wishing to live better, but mainly the prices of materials have greatly advanced; *General increase of wages*: All wages of mechanics and all wage-earners have increased 30 per cent (Census by House of Commons, 1900-5); *Strike statement of Bureau of Labour*: Causes of strikes are thus classified, for increase of wages, against reduction of wages, for reduced hours; *Stated salary by legislation*: A letter carrier on a stated salary, ruled by legislation, can only be helped to meet this enormous cost of living by an increase in wages by legislation, 980.

Railway Mail Service Superintendents, 923.—The service was established in 1897; it was formerly under the control of several post office inspectors of Canada, the chief clerks looking after the details; chief clerk's maximum salary was $1,500; when the Railway Mail Service was formed the chief clerks were made superintendents of the various districts—nine in all—without increase of salary; duties of superintendents are, to arrange for all transportation by railway; the control of all mail clerks and office staff, their annual examination in duties and efficiency, the compiling of schedules, the reporting upon and organizing new services, assisting the inspectors in investigating irregularities; these duties are greater than those of an inspector; the difference in salaries of these officers puts the latter under a disadvantage; mail transportation is the basis of the whole postal system; to be superintendent a person must have served at least ten years as a mail clerk; the salaries should be equal to any in outside service and not on a par with the clerks of the staff; in 1903 the salary of superintendents was increased equal to that of assistant post office inspector, with a maximum of $1,800; this increase has not kept pace with the cost of living, nor improved the status of superintendents, but the contrary by placing them on same footing with assistant post office inspectors, whose duties are by no means responsible or as arduous, 923. Statement showing salaries of superintendents of railway mail service, post office inspectors and railway mail clerks in the United States; all inspectors except city inspectors are allowed $4 per diem; positions in the higher grades are filled by promotion of clerks in the lower grades; post office inspectors are selected from the railway mail service after examination, and are promoted in like manner, 924.

Railway Mail Service, Clerks in Offices of Superintendents of, per McNaughton, F. M., Quebec, 926.—The railway mail service was created in 1897; its duties are the despatch, transportation and delivery of mail by rail and water throughout Canada; duties of staff include control and instruction of mail clerks, preparation of distribution lists, books and schedules; organization of new services, the payment of transportation companies, and checking of registered letter

MEMORIALS—*Continued.*

Post Office Department—Continued.

Railway Mail Service—*Continued.*

returns; superintendents' offices are at Halifax, St. John, N.B., Quebec, Montreal, Ottawa, Toronto, London, Winnipeg and Vancouver; total office staff exclusive of superintendents consists of 39 employees, 626 mail clerks, transfer agents and train porters; clerical staff as to rank and salary are on same footing as clerks in city post offices and offices of post office inspectors; table of classification and salaries; the only increase being that maximum and minimum of third class have been raised; a young man entering service is worse off than formerly; the Act of 1903 gave increases in salary to almost every class of civil servant except to the clerical staff of the outside service of Post Office Department, whose remuneration remains practically as it was after confederation; still the classes benefited by Act, 1903, are again asking for increases; every word they say there applies with special force to us; it costs beyond a doubt at least from 25 to 35 per cent more to live now than ten years ago; the struggle for a decent existence is so arduous, that any measure of relief should deal with the immediate improvement of existing conditions, and suggest the following: (1) that present salaries be increased 25 per cent; (2) that maximum of classes be correspondingly increased and minimum readjusted where necessary; (3) that annual increases be $100 instead of $50; (4) that promotion be made easier, so that when maximum is reached promotion to next class should be without delay, if deserving; in banks and business houses deserving clerks have expectations of attaining after twenty-five years' service a salary of over $2,000; the civil servant has but few chances of reaching such a salary; has also great difficulty in maintaining a respectable social position; would like to see Retirement Act abolished and Superannuation Act restored, with a provision for the return of moneys paid in, to the dependents of clerk who dies while still in office; suggest that after thirty years' service or on reaching age of fifty-five an employee should be entitled to retire on whatever pension may be due him; statement showing number of clerks in each class employed in offices of superintendents of railway mail service, also average salary and average years of service, 926, 927, 928.

Railway Mail Clerks of Canada, per Hartley, 997.—They presented a request to Postmaster General on October 13, 1906, for an increase of pay, and received a most encouraging reply; railway mail clerks number about 448; their duties are little known and generally misunderstood; on entering he must qualify for appointment, then for promotion by yearly examinations till he is sixty years old; his duties are on a rapidly moving train and are most hazardous and trying; in the case of Bell Telephone Company and its employees in Toronto last year, the medical experts brought out that there was no occupation so exacting as that of a railway mail clerk; his position is exceedingly strenuous; subject not only to serious danger, but of succumbing to great nervous and physical strain, 997. There are a number of clerks whose nervous systems are shattered; a railway mail clerk is a higher classed officer than is generally thought; Sir William Mulock in letter 1903 says: 'The duties of railway mail clerks are onerous, hazardous and responsible, and with very rare exceptions have been performed with uniform cheerfulness, efficiency and fidelity. From careful observation I feel fully warranted in saying that Canada has no more deserving and worthy officers than her railway mail

MEMORIALS—*Continued.*

Post Office Department—Continued.

Railway Mail Clerks—*Continued.*

clerks;' the increase received in 1903 did not more than afford a relief to the conditions which existed for forty-seven years, but does not keep pace with continued annual increased cost of living; cost of living may be classed as follows: (*a*) food, (*b*) fuel, (*c*) clothing, (*d*) rents, (*e*) miscellaneous expenditure; details and tables under each head may be found on pages 998-999-1000-1001. Ask that salaries be adjusted, that annual increase be 100, and maximum be $1,500, 1001.

British Columbia Post Office Employees.—Ask an increase of salary to enable them to live, as the increased cost of living is so great; that system of promotion be amended providing $100 annual increase up to maximum; that clerks on reaching maximum be graded automatically to higher class without delay, providing their record is satisfactory; that provisional allowance of $15 a month be granted all employees in this district receiving less than $3,000 a year; that increase if granted be retroactive covering last fiscal year; at present $10 provisional allowance is granted mail clerks and $15 to other clerks on salaries up to $1,200; after that it ceases; all maintain that allowance be increased, not decreased, on reaching $1,200; table I shows increased cost of living; table II shows increased pay to branches of outside labour; wages being raised as cost of living increases; at present, country's prosperity means for them a period of comparative poverty, 1047-1048-1049-1050.

Hamilton Letter Carriers.—Submit remuneration is entirely inadequate to meet increased cost of living, and do not share in the general prosperity in Canada, as salaries are practically the same as twenty-five years ago; that through the increased volume of work and few men to do it, they cannot hope to stand the present strain mentally and physically for any length of time, 975. Recommend a definite system of promotion, with maximum and status of senior third-class clerks, if carriers show ability and able to pass examinations; cost of living has doubled the last few years, $900 to-day is no more than $600 was twenty-five years ago; all classes of labour throughout Dominion have had their salaries increased; our legislators, both Dominion and provincial, have had substantial increases to their sessional indemnity; not so the letter carriers; a substantial increase would better the service, 976.

Hamilton Post Office Clerks.—Point out that cost of living is 33⅓ per cent higher than ten years ago; they recommend reduction in number of classes to three, with an increase of the scale at a percentage commensurate with increased cost of living; the annual increase to be $100; Act of 1882 calls for mandatory promotion of competent officials, without waiting for vacancies; post office differs from other branches in that it gives continual service, day and night, Sundays and holidays, without any half-holiday being granted as in banks, mercantile and manufacturing concerns; when the service demands duty on Sundays, holidays and other times in excess of other branches of the service, then a sufficient staff be appointed to permit of time being allowed instead; hours of duty of night clerks not to exceed ⅓ of hours required of day clerks; increase of work, and actual preparation of examinations take up time in excess of work hours, therefore we suggest there be no examination for clerk after twenty years- service, unless deficient in knowledge of duties, 1024-1025.

MEMORIALS—*Continued.*

Post Office Department—Continued.

London Letter Carriers.—On entering service one may be told that he would soon stand for promotion; such is not the case, but 'once a letter carrier always a letter carrier;' in promotion seniority in service should have preference; if he fails in examination the next senior man should step in; to have an efficient clerk in the higher grades one should train up by deserved promotion men from the lower ranks; break down barriers between clerks and put them on an equal footing; *Post Office Act as it affects letter carrier*: The five grades, 'A,' 'B,' 'C,' 'D,' 'E' in detail; it takes almost seven years for a man entering service to reach maximum salary; one cannot live respectably, educate our families, support church on $391.25 a year; if sick, pay is withheld when he needs it the most; if applicable to one, should apply to all; rent for a house in London in 1896, $78 a year, same house in 1907 for $132; table giving increase in 1907 over 1896, in meat, flour, butter, eggs, potatoes, sugar, wood and coal; *Letter carriers retiring*: Carrier should have privilege of retiring after twenty-five years of service on his superannuation or retiring allowance; *Letter carriers' holidays*: That thirty days be given them to fully recuperate their strength that they may give department better service; *Letter carriers' uniforms and footwear*: That the carriers themselves control the money for that purpose; that orders for them be placed locally, enabling each one to leave his measure; cost of living has increased 45 or 50 per cent, but not wages, 977-978.

Montreal—Assistant Inspectors, 902.—Their duties as laid down in Postal Act are: (*a*) to superintend the performance of the mail service, taking care that all contracts for conveyance of mails are strictly carried out; (*b*) instruct new postmasters in their duties; (*c*) keep postmasters to their duty in rendering accounts and paying over their balances; (*d*) inspect every post office, see it is properly kept, that postmasters understand their instructions and perform all their duties well; (*e*) inquire into complaints, suspected cases of misconduct, or mismanagement, miscarriage or loss of letters or other mail matter; (*f*) do all and everything required by Postmaster General; above duties show that positions of inspector and assistant inspector are identical, but more responsibility on inspector; assistant inspectors' duties are of a general nature; the supervision requires full knowledge of duties acquired by long years of service; duties of an arduous nature, almost constant travelling, with considerable fatigue and discomfort; present composition of Montreal postal division comprises 38 counties, 900 post offices, 300 of which are accounting offices, and about 700 mail routes; shows what the inspector and assistant inspectors have to do; that maximum salary of assistant inspector is $1,800, attained by $50 increases from $1,200; makes comparison between salary of city assistant postmaster and that of an assistant post office inspector, e.g., of Montreal post office division; duties of assistant postmaster are not more numerous or responsible, often less arduous, than assistant inspector; though salary of assistant postmaster is fixed at $2,000, whilst salary of assistant inspector is $1,200, by $50 increases up to $1,800; if the salary of the former is to be increased the latter should receive the same; if in event of increase in salary in division that maximum figure be granted at once to the old employees; that the per diem allowance of $3.50 be restored would be far more satisfactory and would compensate for hardships endured besides the wear and tear of clothes; it is hard on returning from a trip to have to draw

Post Office Department—Continued.

Montreal, Assistant Inspectors—*Continued.*

on our income to cover expenses; the undersigned, J. P. Chillas and J. A. Madore, are two long service men, one of thirty-seven and the other thirty-three years' service, and have contributed to superannuation for a number of years; they suggest the establishment of a provident fund, applicable to those dependent on them and whom they leave behind, 902, 903.

Montreal Inspector's Office Staff.—Submit: (1) that clerks require to know well English and French and have a thorough knowledge of post office administration and regulations; therefore should not be on same standing as clerks doing routine duties requiring less education; (2) that clerks in Montreal division be on same footing as clerks in other divisions; that Montreal division, the most important, has one inspector, two assistant inspectors, two second-class junior, one third-class junior, two fourth-class and five temporaries; therefore has no first or second-class seniors, yet they do the work here as in other divisions; (3) that conditions of life are so changed that old scale of salary is utterly inadequate; (4) that a pension free of charge be granted after twenty years of service, whether a clerk is in good health or not, and such law be retroactive; (5) that position of assistant post office inspector be filled by promoting a clerk in the office of the division where such position is vacant, 906.

Montreal Letter Carriers.—*Increase of salary.*—Think it useless to insist on necessity of increasing salaries, as statements proving increased cost of living have been placed before you so strongly, that you must admit the necessity; that there should be no difference in pay between them and third-class clerks; they do the same but letter carrier has greater responsibility. *Promotions.*—Consider it in the interest of the service if eligible to clerkship after five years on recommendation of postmaster; in doing clerks' work they lose the privileges of the carriers, and if appointed clerks, have to suffer the loss of another $100 to start a minimum. *Bonus.*—By Act, the leave of absence of a letter carrier was reduced from three to two weeks, but in place of third week was to receive a bonus of $20, or ten extra days vacation if services satisfactory; some carriers, through illness for more than twenty days, lost their pay and the bonus, though services were satisfactory. *Sick pay.*—Carrier is the only post office employee not paid in time of sickness; though he is more exposed to all sorts of weather; objection is there are too many abuses in taking a day or two; but you can control a serious illness of several days, the deserving man should not suffer for a few unworthy carriers. *Eight-hour day.*—If carriers cannot complete their day's work in eight hours they should get extra pay for overtime as is done in the Customs, 886.

Montreal Post Office Employees, 859.—Beg to submit since present scale of salaries was established the cost of living has increased 40 per cent, and that salaries be increased 33⅓ per cent, thus placing salaries on same footing as twenty years ago; beyond doubt all wayes have advanced at least 33⅓ per cent in last ten years, and more than 50 per cent since establishment of present Civil Service scale of wages; living costs more in large cities than in smaller ones; car fare alone being a large item monthly;

MEMORIALS—*Continued.*

Post Office Department—Continued.

Montreal Post Office Employees—*Continued.*

Examinations.—Recommend the preliminary examination for carriers and porters, and the qualifying one for clerks; as they bring a better class of men into service; *Classification.*—That the fourteen classes be abolished, that in addition to the assistant postmaster and superintendent three classes only be established, first, second and third; the third to include third-class clerks, letter carriers and porters, 859. The second to include clerks having had ten years' experience and having proper qualifications; the first, all clerks in charge of branches, or doing specific duties; *Salary.*—For above classes, third-class clerks to begin at $500, with annual increase of $100 up to $900, then advanced by $50 a year up to maximum $1,200; letter carriers and porters at same salary as third-class clerks, and if services are satisfactory, after five years to be given a clerkship on recommendation of postmaster, without being obliged to pass the qualifying examination; second-class clerks to comprise persons who have passed through the various stages of the third class; promotions in order of seniority, all things being equal; salary to begin at $1,300, with annual increase of $100 till $1,400 is reached, then by $50 annually till $1,600, the maximum of this class; the number of second-class clerks to be at least 25 per cent of the inside staff of office; first-class clerks to commence at $1,700, then by $100 increase up to $2,000, the maximum of the class; salary of superintendent to be fixed at $2,500 annually; assistant postmaster to have fixed salary of $3,500 annually; *Sunday work,* being of necessity and considered as extra work, should be paid for at rate of double time, as everywhere else; that overtime receive extra pay; *Legal holidays.*—That in the interest of the service office be kept open on legal holidays and give the same service as on other days; experience tells us it is an absolute impossibility to do the work properly by only working half a day on such holidays; this half day demoralizes the business of the office for the next day or two; as a recompense for those obliged to work on legal holidays we beg to ask that the annual leave be four instead of three weeks; *Age.*—Suggest that entrance age be between eighteen and twenty-five; *Temporary employees.*—Recommend that temporary employees now in service doing work of a permanent nature, and who entered under thirty years of age, be made permanent; those entering over thirty years of age be granted a per diem allowance of $2.50, with two weeks' annual leave; that no temporaries should remain in service as such over six months, and that pay be $2.50 per day, 860. *City sorters on mail trains.*—That the employees in this office who sort mail for city delivery on incoming mail trains be granted mileage, as railway mail clerks; *Superannuation.*—Recommend abolition of retirement fund and repeal of Superannuation Act, with the exception that clerks, after twenty-five years, and carriers after twenty-one years' service may retire if they wish; that the exhibit showing the increased cost of living covers increases only of recent years, that during this week alone bread has advanced 2 cents a loaf, milk 8 cents a gallon and coal 75 cents a ton; a table showing revenue from sale of postage stamps to local dealers alone, 861. Table showing British mail received and forwarded also registered letters and parcels registered during 1906-7; we point out that Montreal is a distributing centre for the Dominion, and handles large quantities of matter credited to the revenue of other places, 862. EXHIBIT 'B.'—*Superannuation fund.*—The principal reasons

MEMORIALS—*Continued.*

Post Office Department—Continued.

Montreal Post Office Employees—*Continued.*

for its maintenance and conditions under which it should be established: (1) its re-establishment would be in interest of department as well as of employees; (*a*) governments of other countries, directors of large financial, educational and religious institutions establish pension funds for their employees; (*b*) the department, through the pension fund, would insure the permanent services of better qualified employees, because after a few years it holds him to his post, and is not tempted to leave for better positions; (2) it would also be in the interest of the employee: (*a*) the salaries of this department being lower, it requires a serious inducement for a man to accept a position and to keep it when he has obtained it; past experience has shown that it was easier to retain the services of good men, for though pay is not great, a pension is a great inducement for them to stay; (*b*) though it is the apparent intention of government to increase the salaries, yet we could hardly hope that the increase would be in proportion to increased cost of living; if it was impossible to save money under present conditions prospects are not bright to do it after the increase; (*c*) pension fund gives security in case of illness, old age, or debility, we mention debility as a cause of invalidity in postal service; the work requires greater energy, it necessitates a concentrated and constant attention, and the means of recuperation, in most cases, are nil through the irregularity of the hours of duty, rest, meals and frequent changes of habits required by the service; if a man has to change day for night work, he must change his habits of living, the waste of nervous energy increases constantly and surely; (*d*) the papers stated that thirteen clerks in St. John, N.B., post office had become insane since 1893, the cause was attributed to unsanitary state of building; but a well-posted person on the nervous tension exacted for post office work will attribute it to the constant strain on him; what induces to-day several employees to choose the present system of 'retirement fund' is the fact that there is not a fair equilibrium between the contribution to the pension fund and the prospect of enjoyment of the superannuation; the chances are mostly all on the side of the department if the employee cannot obtain his superannuation before the sixty-year limit; number of superannuations is very small, therefore the men thought it preferable to draw a smaller amount of retiring than contribute to a fund with such limited prospects of enjoyment; we therefore ask that the pension fund be demandable after twenty-five years' service; England, France and Belgium have pension funds, so ought Canada; would suggest that at the age when a man has given twenty-five years to the service, his health is so shattered either through illness, or the exigencies of the service that he shortens his existence under these conditions; can affirm that the majority of employees under actual system would prefer 'pension fund system,' with the stipulation that it could be demandable after twenty-five years' service, 863. Tables giving advances in prices in merchandise; also a series of letters from merchants and others on same subject, 864-881.

Montreal Railway Mail Clerks, 914.—Request that annual increase of $50 be raised to $100 and that maximum salary of $1,200 be increased to $1,500 for following reasons: a mail clerk is required to possess the same education as confrères in a city post office or inside service, but unlike them he must pass yearly a strict examination in official duties, and to qualify

MEMORIALS—*Continued.*

Post Office Department—Continued.

Montreal Railway Mail Clerks—*Continued.*

for promotion must take as high as 90 per cent at those examinations; besides his work demands superior strength and stamina; they claim the difficulties and dangers while working demand superior qualifications and entitle them to higher remuneration; their duties compared with clerks in city post office, 914. The latter work in a well lighted and ventilated chamber which admits of a division of labour, one man takes charge of registered matter, another sorts the letters, a third the newspapers, &c.; not so with mail clerks where one clerk carries on all these duties often alone amid the tumult of a rapid moving train, the air of the car vitiated by burning lamps or smoke and dust and without accommodation; must consider also the hardships of winter travelling, sickness one is constantly exposed to, delays of trains by snowstorms; in post office can consult in difficulties, while a mail clerk has to act and think for himself, e.g., in the case of an accident; if mails fail to connect he must arrange to forward them with the least delay, &c., in fact a clerk in charge of a mail car performs the duties of a chief in a city post office; mileage does not pay expenses; with no superannuation there is greater reason for increase of salary to provide for old age and the increased cost of living; other employers of labour have recognized these conditions and have made generous provision for employees; as an immediate relief suggest a general increase of 25 per cent in addition to above, 915.

Ottawa Letter Carriers.—Staff is composed of 46 permanent employees, out of a total of over 600 stationed in the different cities of Canada, all working under same conditions as in Ottawa; the letter carrier has to accept full responsibility for all his acts; his work requires more physical and mental force than in any other branch of the service; this should be remembered in determining the standard of remuneration; his duties commence two hours before the despatch of delivery, during which time he has to set up his mail and be responsible for its safe delivery; does the same work before each delivery, and in addition keeps an up-to-date direction book of new-comers and removals, re-direct all necessary correspondence, keeps a letter of undelivered letters, collects insufficiently paid letters; the essential qualities demanded of him being a big physical standard, good character, honest, civil, punctual in dealing with matter passing through his hands and has to work in all kinds of weather; he feels that salary paid him is entirely insufficient to live on; rents have increased during the last seven or eight years 40 to 60 per cent and cost of living 33 per cent to 50 per cent; wages of other workmen have increased; sees other employees going to work at eight or nine o'clock, enjoying Saturday afternoon, the statutory and local holidays; is also aware that Sir William Mulock, late Postmaster General, stated that eight hours should constitute a day's work in the post office for both clerks and carriers; feels that present law governing his salary is unjust, being paid on per diem allowance; work laborious and exacting in all weather; liable to sickness from exposure; not allowed to engage in other gainful work; subject to loss of pay in accident and sickness; sees the striking contrast in the law regulating the permanent clerks; submits that upon efficient and faithful service the postmaster shall recommend him eligible for transfer to the service of clerk up to grade of junior second-class after passing an examination having reference to duties of office only; that there be increased compensation; a yearly salary in lieu of

MEMORIALS—*Continued.*

Post Office Department—Continued.

Ottawa Letter Carriers—*Continued.*

per diem allowance; pay during sickness as in all other branches; promotion to clerkship when recommended by the postmaster, 849-850-851.

Ottawa Mail Clerks.—Ask an increase in their maximum salary from $1,200 to $1,500 a year; that yearly increase be $100, also that all clerks who have served fifteen years be placed at present maximum $1,200 a year at once; a railway mail clerk on entering service must possess same educational qualifications as a clerk in city post office, and besides that must pass a stiff examination in official duties every twelve months; to qualify for promotion must take as high as 90 per cent; inside mail clerks at most pass three examinations; think the railway mail clerk should be exempt from examinations after reaching his maximum salary; that being surrounded by difficulties and dangers demands superior qualifications and entitles them to higher remuneration; contrast conditions of work of inside clerk with their own; the mileage allowance does not compensate them for small salary; in Toronto district average mileage is about $240 a year, out of that when he pays a large proportion for meals, sleeping accommodation when away from home on duty, there is a very small pittance left to compensate for inconvenience and irregularity of life; twenty-five years' service in a postal car is as hard on a man as thirty-five years in an office; that the age of railway mail clerks for superannuation purposes be reduced from sixty-five to fifty; object to postal car being placed next to engine; postal clerk must be sound in wind and limb, have more than ordinary intelligence, for his work is constant; must accurately know the country and all post offices that the correspondence shall reach its destination as early as possible; knows no day, no night, catching his meals as he may, at home only semi-occasionally, 793. Increase of cost of living in Toronto fairly represents conditions at Otttawa; classifies cost of living (*a*) food; (*b*) fuel; (*c*) clothing; (*d*) rent; (*e*) miscellaneous expenditure; (*a*) the principal articles of food consumed in workingmen's families at St. Lawrence market, Toronto, have increased 64 per cent since 1897; see table 794; gives table itemizing increase of each article since 1897, see table 795; or an average of 28 per cent; for some families net increase is greater than 28 per cent in proportion to consumption of those commodities subject to higher rates of increase; in local produce the chief cause is undoubtedly the increase of demand due to increase of population; chief advances have occurred in following commodities: eggs, 67 per cent, have advanced on account of increased shipping demand; fresh eggs are sent from Toronto to the mining camps at Cobalt; potatoes, 62 per cent, on account of small crop of last year or two; United States potatoes being imported to make up deficiency, 794-795. (*b*) Fuel, present price of coal is 24 per cent higher than in 1897, its causes external to Canada; (*c*) clothing, raw materials have advanced in price from 60 per cent to 100 per cent since 1897; (*d*) rent is the most conspicuous of all increases, 796; caused by increase of population and failure of house-building industry to keep pace with it; averages an increase of 95 per cent in ten years; reasons for increase may be the following, (*a*) absence of speculative building, since collapse of building boom in 1891, and recently to the dearness of money; (*b*) increased cost of materials; (*c*) other factors than wages seem to predominate; resumé of increase for last ten years, food, 28 per cent; rent, 95 per cent; fuel, 24 per cent; clothing, 20 per

MEMORIALS—*Continued.*

Post Office Department—Continued.

Ottawa Letter Carriers—*Continued.*

cent, 797. Above is increase in cost of necessaries of life in a normal workingman's family; in middle class households rents have not increased so much in proportion, but domestic service has increased very heavily; good clothing has increased in price; the salary class have suffered by advance of prices; rise in the wages of domestic servants has compelled this class to do without them; pressure of household accommodation has led large numbers of families to take in lodgers to increase their income and pay advanced rents, 798.

Quebec Letter Carriers, per Augé.—For last thirty years salary of letter carriers has been stationary, while cost of living has increased 40 per cent; at present salary one cannot keep out of debt and give his family the bare necessities of life; their work is most tiresome and unpleasant, being exposed to all sorts of weather entailing sickness for which they lose their pay; they are, of all branches in the service, the least paid and have the most responsibility, often delivering registered letters and parcels of great value for which they are responsible; their duties are more important, their work harder and hours longer than all other employees; they should therefore receive the same salaries, the same holidays and regular salary during sickness, abolishing distinction between letter carriers and clerks; why this discrepancy, this disparagement? will continue to ask for equal salary, same holidays and pay during sickness, 943. American Postal Law puts clerks and carriers on same footing, the salary is equal, beginning at $600, with annual increase of $100, up to $1,200, 944.

Quebec Post Office Clerks.—The question of salaries is the most important, not having received any increase since confederation, while all other branches have; other commercial institutions increased salaries of employees without being asked; a post office employee enters at $360 on condition of a statutory increase of $40 a year to maximum of $800, on attaining which he expects an immediate increase, he is badly deceived, for often after twenty-eight years' service he is still receiving same salary, $800; actual salaries are not enough to live on, 950. Commissioners are asked to compare postal service with other branches; it is by nature the most strenuous of all the Civil Service: (1) the early hours, being obliged to report for duty at 6.30 a.m. in winter and summer; (2) uncleanliness and bad atmosphere, exposure to draughts, doors in rear being opened for mail bags, and doors in front by the public; (3) rapidity in execution of duty, in opening and forwarding of mails; (4) work on Sundays and legal holidays; (5) irregular hours, often lengthened by shortness of staff through absence or sickness; (6) continual study of actual duties; for these considerations the petitioners beg (*a*) to be put on equal footing with inside service; (*b*) an immediate increase of 25 per cent on actual salaries of employees; (*c*) an annual increase of $100 instead of $50; (*d*) a fixed law that deputy postmaster be chosen from clerical staff of city post office; (*e*) appointment of superintendent at fixed salary of $1,500, with annual increases of $100 up to $1,900; (*f*) appointment of two first-class clerks, to which we are entitled by revenue; (*g*) Superannuation Act restored, age limit reduced from sixty-five to sixty, length of service reduced from thirty-five years to thirty, 950-951.

MEMORIALS—*Continued.*

Post Office Department—Continued.

Railway Mail Clerks, Quebec Division.—In April, 1903, the mail clerks laid before Sir William Mulock, a memo. showing the increased cost of living; the difference in 1896 and 1903 was shown to be 70 per cent; showing also the extra hazardous risk of life and limb, and the mental and physical strain sustained by them; as superannuation is abolished for the new employees there is need of a greater salary to enable the clerks to make provision for old age; wish chiefly to accentuate the increased cost of living; ask also that annual increase be $100 and maximum salary be $1,500; then follows list of prices of necessities of life in March, 1907, compared with same in March, 1903; the list was compiled after much investigation from leading merchants, 932. (1) That the salaries of mail clerks of Canada have not been increased for fifty years and are no longer adequate to meet the new conditions or the increased cost of living; (2) that banking, industrial and railway institutions considering the changed conditions have largely increased the salaries of their employees; (3) that for first time in history of Canada the revenue of Post Office Department has exceeded the expenditure; (4) the great increase of mail matter renders the life of the railway mail clerks one of more arduous and continuous toil; (5) that, unlike the Post Office Department, all railway and express companies, considering the extra hazardous risk of life and limb, together with the mental and physical strain of railway employees, are giving a greater salary to their employees than for men of similar capacity engaged in office work; (6) quotes excerpt from *Scribner Magazine,* signed by Thomas L. James: 'There is no position in the government more exacting than that of a postal clerk, and none that has so many requirements. He must be not only sound in "wind and limb," but possessed of more than ordinary intelligence and a retentive memory. His work is constant, and his only recreation study. He must not only be proficient in his immediate work, but must have a general knowledge of the entire country, so that the correspondence he handles shall reach its destination at the earliest possible moment. He must know no night nor day. He must be impervious to heat and cold. Rushing along at the rate of forty or fifty miles an hour, in charge of that which is sacred—the correspondence of the people—catching his meals as he may; at home only semi-occasionally, the wonder is that men competent to discharge the duties of so high a calling can be found for so small a compensation. They have to take the extra hazardous risks of their toilsome duties. There are no public offices which are so emphatically "public trusts" as those whose duties comprise that of handling the correspondence of the people, because on the proper and skilful performance of that duty depends, to a far greater degree than in the case of any other function accomplished through government agency, the business and social welfare of the entire community;' (1) present arguments in support of each clause in the order which they occur, 933. The salaries of mail clerks adopted in 1857 would to-day scarcely afford a bare existence; would therefore compare with 1896; list of provisions given in a table show increase of cost is from 25 to 166 per cent; real estate agents and brokers state that rental value of all desirable properties in Toronto have increased from 20 to 25 per cent, yet the class of houses required by men of small means have advanced from 35 to 40 per cent; thus a clerk to-day has to pay from $80 to $120 a year more than he did in 1896; cost of fuel has increased

MEMORIALS—*Continued.*

Post Office Department—Continued.

Railway Mail Clerks, Quebec Division—*Continued.*

nearly 60 per cent, surely then a clerk does not exaggerate in stating that present salary is inadequate; (2) would refer you to the Grand Trunk Railway, the Canadian Pacific Railway, the Dominion Express Company, the Canadian Express Company, the Montreal Bank, or Quebec Bank; (3) that through establishment of penny postage and reduction of domestic postage by one-third, the revenue is in four years, in excess of expenditure; formerly the demands for an increase of salary were met by the insuperable barrier of annual deficits, with the promise, when these barriers were swept away, of more material aid than sympathy, 934. (4) Table comparing increase between 1896 and 1902, number of post offices, of letters, registered letters, postal cards, free letters, revenue and miles travelled; most of the work for these increases has fallen on the mail clerks, yet with all this increase there are five fewer clerks and the remuneration has decreased during that period by $2,970.02; (5) salaries of any of our great railway corporations to their conductors and trainmen, station agents, telegraph operators, &c., whose occupations are less hazardous and involve less physical and mental strain are from 25 to 40 per cent in advance of mail clerks, which is the poorest paid branch in the Civil Service; see table, 935. Where the mail service is discriminated against to the extent of $500 for the first, $400 for second and $250 for the third class; on entering the service a mail clerk is required to possess same educational qualifications as his confrère in the inside service; has to pass yearly a stiff examination in official duties to qualify for all promotions; their dangers are greater, entitling them to greater remuneration; while in city post offices the clerks work in well lighted and well ventilated rooms; each clerk to a special work; thus confusion and liability to error in turning from one class of work to another is avoided; whilst in railway mail service one clerk carries on all these duties, often amid tumult and disorder of a rapidly moving train, air of car vitiated by the burning of lamps or reeking with smoke and dust, in cars without accommodation or convenience; in difficulties in a post office a clerk can consult his immediate superior and avoiding responsibility for action taken; not so with mail clerk, who has to act and think for himself, e.g., in case of accident or detention of train he must decide at once for advance of mails; or in failure to connect with other trains and this can only be done by a thorough familiarity with all trains and stage service at all points of connection along his route, united with coolness, accuracy and self-confidence; when mail clerk is seen off duty it is no criterion of not working; a memo. from mail clerks' journal of duty shows each mail clerk performs daily 6·2 hours of day work and 2·5 hours night work, or on an average eight hours and forty minutes a day; the mileage allowance does not compensate a clerk for smallness of salary, for out of it he has to pay for meals, sleeping accommodation, to say nothing of ever present risk of life and limb, 936. Statement made in the House that in five months there had been 142 railway accidents in which 179 lives were lost; in Toronto in past few years there are the most melancholy instances of the risks of a mail clerk, often death, mutilation, deformity and insanity happening to clerks while on duty; Congress in Washington granted a sum of $1,000 to family of every mail clerk killed on duty; and in future will bestow an equivalent to a pension upon the widows and children; with the exception of soliders and

MORIALS—*Continued.*

Post Office Department—Continued.

Railway Mail Clerks, Quebec Division—*Continued.*

sailors, their life is the most dangerous; the petition is not outcome of a mercenary spirit, but a logical sequence to conditions over which there is no control; other employers have made generous provision to alleviate the burdens which they entail; there is no longer a deficit as an obstacle to the increase of salaries; the work in railway mail service has greatly increased, yet the number of employees and the remuneration have decreased since 1896; finally the railway mail service is the hardest worked and poorest paid branch of public service of Canada; have not enlisted public opinion nor formed a union to promote our interests, but armed with justice feel that you will grant the increase in our salaries, as you deem just and adequate, 937.

Toronto Post Office Clerks.—Submit a request (*a*) for an immediate advance of salaries; of 25 per cent to lower grades, 20 per cent to second class, 15 per cent to first class, and same percentages added to maximum of each class, 1017. (*b*) That classes be reduced to first, second and third; (*c*) a system of promotion based on qualified seniority; (*d*) that the annual statutory increase be $100; (*e*) that eight hours constitute a day's work, including one hour for dinner; night work, seven hours, including one hour for lunch; (*f*) no payment to guarantee fund after three years' service; (*g*) when an officer does duty on a public holiday, a full day's pay be allowed; (*h*) Superannuation Act to be restored, age limit reduced from sixty-five to sixty years, length of service reduced from thirty-five to thirty years, 1018.

Toronto Post Office Inspector's Office Clerks.—(*a*) In view of advance in salaries generally and in wages of artisans, (*b*) of marked increased cost of living, (*c*) that salaries in this office have practically remained stationary since confederation, they suggest: (1) that they receive same salaries as clerks in inside service, or at rate of 40 per cent applicable to maximum and minimum of each class; (2) that statutory increase be $100 instead of $50; (3) that superannuation be restored at option of clerks; (4) in case of death while in active service, the total amount deducted for superannuation with three per cent interest be paid to legal representatives; (5) that number in any class of clerkship be not limited; Toronto grocers' detailed prices of commodities; Prof. Mavor's statement, 1028.

Toronto Letter Carriers.—Is almost the same as memo. of Federated Association; statement as to pay: A. Fleming, sta. C., 11 hours 5 minutes per day, at an eight-hour day, works 120¼ days per year without pay; Isaiah Delong, sta. G., 9 hours 44 minutes per day, works 67 days 5 hours 40 minutes without pay; and several others; also a statement from Mayor of Toronto giving salaries of police, firemen, works department, street cleaning and scavenging for years 1897 and 1907, 982. A statement from Division 113, Amalgamated Association of Street and Electric Railway Employees of America, for years 1897, 1902-3-4-7, 983.

Toronto Mail Clerks, per Jessop, W. G.—They submit (1) that salaries be increased and commensurate with services performed, (*a*) on account of enormous increase in cost of living it is impossible for average clerk to more than barely subsist on present salary; (*b*) because long hours and

MEMORIALS—*Continued.*

Post Office Department—Continued.

Toronto Mail Clerks—*Continued.*

increasing volume of matter necessitate exercise of physical strength and endurance as only young and robust men can stand, it is reasonable to increase salaries to make provision for old age as there is no longer any superannuation in sight; (*c*) dangers to health, as being subjected to extreme cold, in unheated cars, drenched in rain while opening letter boxes at stations and being placed in the most perilous part of the train; 50 per cent of clerks were laid off duty from sickness during the year; (*d*) remuneration should be in proportion to responsibility; (*e*) slow increase of clerk's salary prevents his marriage; or if married debars him and family from ordinary comforts of life, and educating his children; (2) a measure of superannuation ensuring stability, the retaining of desirable men in the service; (3) fixed number of work hours, also giving him his statutory holidays; (4) that senior qualified clerk in same district should be promoted to vacancy; the hardships of labourers should be considered; they are sent away from home, to where expense of living is as great or greater than their wages, 1006, 1007.

Extract from Toronto *World* on perils of the postal service, 1008.

Western Canada Railway Mail Clerks, per Barrett.—They cordially approve of memo. of Civil Service Association of Western Canada; railway mail service differs from any other service of Federal government; therefore we ask that (1) our maximum salary be raised from $1,200 to $1,500, and yearly increase advanced from $50 to $100; feel necessity of immediate increase of salary, and if granted, that same percentage should govern the maximum; that they be exempt from further examination till maximum is reached and also after twenty or twenty-five years' service; their work demands superior qualifications and demand higher remuneration; compare duties and conditions in city post office with tumult, and disorder of a railway train; mileage allowance does not compensate for smallness of salary, as extra expenses are often greater than allowance; mileage is not counted as salary; twenty-five years' service in a postal car is as hard on a man as thirty-five years in an office; age of superannuation should be reduced from sixty-five to fifty years, and length of service from thirty-five to twenty-five years; that superannuation be restored or give them the option of superannuation or retirement fund; Act should be amended to read 'may superannuate,' instead of 'may be superannuated;' that postal car should not be placed next to engine, but that baggage and express cars should intervene; postal clerk should be sound in wind and limb, of more than ordinary intelligence and retentive memory, 1061. Must have a general knowledge of whole country, so that letters reach their destination at earliest possible moment; he knows no night or day, impervious to heat or cold, eating his meals as he may, at his home only semi-occasionally; many dangers surround the mail clerk and serious accidents occur; and clerks are obliged to employ legal help to obtain compensation from railroad companies; are of opinion that if injured man makes good his case to departments, government should deal with railroad; insurance companies charge mail clerks 50 per cent higher premium than other civil servants; their dangerous occupations compel them to carry accident policies; ordinary premium is $5 per $1,000 while mail clerks have to pay $7.50 per $1,000, 1062.

MEMORIALS—*Continued.*

Post Office Department—Continued.

Winnipeg Letter Carriers.—Wish to direct attention of Commissioners to the following: (*a*) necessity of higher pay to meet increased cost of living; (*b*) impossibility for a letter carrier to be advanced in service; (*c*) benefits of superannuation; (*d*) injustice of withdrawing pay during sickness; (*e*) uniforms; (*f*) holidays; (*g*) present hours of work and what constitutes a day's work; efficiency of service depends upon the accuracy and fidelity of letter carriers; they are the hardest worked men in the service; besides severe discipline and the hardships of the service the postal laws prevent him from doing any other gainful work; cost of living has so considerably increased that present pay of the letter carrier is quite inadequate to meet all demands, 1056. Scarcity of houses has increased rents; ask 33⅓ per cent increase in wages; would refer to following resolution of Dominion Trades and Labour Congress, Winnipeg, (*a*) Congress regrets nothing has been done to remedy grievances complained of; calls attention of Postmaster General to legislation passed by United States Congress whereby salary of letter carriers is increased to $1,200 after five years' service, and after that they are eligible to promotion to the higher positions; (*b*) not creditable to Canada that promotion is refused to letter carrier who may be qualified for same; Napoleon stated that any soldier may have in his knapsack a field marshal's baton, therefore recommend an Act rescinding present Act making it possible for a letter carrier to be advanced to more remunerative positions; (*c*) recommends a more liberal Superannuation Act, present Act only allows superannuation after thirty-five years' service; should be twenty-five years; Retirement Act provides for 4 per cent interest on his own money, 1057. (*d*) Letter carriers are the only government employees docked pay for sickness; this is very severe on them, especially with the climate of Manitoba; (*e*) clothing is made far from Winnipeg; misfits occur often that several did not get summer uniforms up to October 3; recommend that carriers' uniforms be made where possible locally; (*f*) ask a longer period of vacation between April 1 and October 31; (*g*) at present carrier's day's work may be anything over eight hours, and is an injustice to them; would recommend eight hours a day, forty-eight hours per week, exclusive of Sunday, with overtime paid at rate of rate and a half, and double pay on Sunday; west is a country of young men, and staff is composed of young men under thirty years of age, and who have passed a strict medical examination, 1058. Table showing increase in cost of living since 1900, 1059.

Winnipeg Letter Carriers (Inside Staff) represent that while employed in clerical duties, yet they are graded and paid as letter carriers but without their privileges; to adapt oneself to the ever changing sortation one must possess a thorough practical knowledge of the city and a first-class memory; also to be familiar with the rates of postage and pass the same examinations as third-class clerks; the carriers chosen for this clerical work were the most efficient and reliable of carriers who took up their new duties hoping the department would place them on the same footing and grant them the same privileges as senior third-class clerks; this has not been done; the granting of this request would have a beneficial effect on the service, acting as an incentive to carriers to secure same promotion; last year they passed the third-class examinations, since which several had increases of from $50 to $100 a year; owing to the uncertain and late arrival of trains sorters are required to work at all hours and

MEMORIALS—*Continued.*

Post Office Department—Continued.

Winnipeg Letter Carriers—*Continued.*

cannot be sure of any definite time to themselves; they request (*a*) to be granted a senior third-class clerkship to date from passing of examinations, (*b*) that from now on all carriers promoted to inside work be granted an increase on promotion, and senior third-class clerkship after examination; (*c*) that new arrivals be given a chance to pass examination; think department may have overlooked them, as they are small in number, 1052-1053.

Printing Bureau.

Employees Protective Association.—Association is composed of all classes of mechanics, skilled and unskilled, and female labour; the increased cost of living alone entitles them to an increase in wages; according to an order in council passed in 1903, rates of wages in cities of Montreal and Toronto were for the future to be taken as a standard not to be exceeded; conditions then were reasonable, now they are far different, while Act calls for a minimum rate of $15 per week, the rate paid in outside offices far exceeds that; calls attention to the difference in prices paid to hand compositors and the machine operators, the latter receive greater pay yet class of work of the former is of a far more technical nature; some employees in the bindery who have only received an increase of $1 a week since 1896, eleven years of the greatest prosperity this country has ever known, yet that same rate of wages was paid in Montreal twenty-five years ago; the female employees do not receive sufficient compensation for the duties they perform, they are forced to use the rear entrance, are not allowed the use of the elevator, but have to ascend and descend five and six flights of stairs; in case of fire they are in great danger; request your consideration for certain employees who are not tradesmen, and receive only $10 a week; request to be put on same footing as the majority of government employees as to holidays; request that a flat scale of $20 be granted to all mechanics in the Bureau, 618-619.

Foremen's Association.—Represents a staff of over 450 people; all are subject to dismissal at an hour's notice; all are governed by same rules and privileges, except that the men are paid for overtime and deducted for lost time, while foremen receive two weeks' vacation in lieu of overtime, and deduction made for all lost time over that; most of foremen have been in the service over eighteen years, thus being out of touch with the commercial life of printing and allied trades, and would be placed at a disadvantage in securing similar positions in their calling; no real reward or superannuation is provided for faithful and lengthy service; submit they should be placed on permanent staff of at least first-class standing with superannuation consideration; United States government printing office is governed by the Civil Service Commission; foremen receive $2,000 a year, thirty days' vacation, sick leave, and no deduction for lost time; in Toronto foremen receive from $20 to $30 a week, two weeks' vacation, and no deduction for ordinary lost time; foremen of printing offices at Ottawa receive from $20 to $30 and similar treatment as Toronto as regards vacation and other privileges; comparatively the Toronto and Ottawa printing offices not equal in size and volume of output of the Government Printing Bureau, 608. The ten foremen in Printing Bureau receive $25 and deductions made for lost time exceeding two weeks' vacation; with over 450 operatives and pay-roll of $6,000 a

MEMORIALS—*Continued.*

Printing Bureau—Continued.

Foremen's Association—*Continued.*

week, machinery valued at $400,000, the individual oversight and executive duties of a foreman exact a faithfulness which a commercial printer will appraise; while outside employing printers look askance at any increase in wages at Bureau, yet we are pleased to show that we have the sympathy and endorsement of these same employers; in seeking this permanent employment they have tried to show the onerous duties of a foreman, the representative in the case, between the King's Printer and the Superintendent and the operatives; in past arrangements in scale of wages stipulated for the operatives themselves, the foremen were not considered, but were given increases at the discretion of their superiors, 609.

Proof-readers, per Belanger.—Their position is an anomalous one; department is divided into two branches (*a*) clerical, including the civil servants, (*b*) practical, including printers, pressmen, &c.; proof-readers do not come under either of them; they are not union men with power to insist upon consideration; nor are they permanent as members of Civil Service are; therefore they ask commissioners to be put on a proper basis, as a branch of the department, the first requisite of which is a rate of pay commensurate with services rendered; present rate is altogether inadequate, being paid $18 a week with the information that it is their limit; such pay might have been reasonable fifteen years ago, not now; the business of the departments is constantly growing, yet the putting of this on record all passes through proof-readers' hands; scale of pay given to Toronto proof-readers is given as answer to their expressed dissatisfaction; there is no analogy between the two cases; at Bureau they are required to have a far wider range of knowledge than newspaper proof-readers; they must keep abreast of political happenings; have a varied acquaintance with scientific and technical subjects; to use their own judgment and discretion in matter of incomplete and erroneous copy; for these and other reasons their work is on a higher plane than outside proof-readers, 598. During sessions of parliament they receive less salary than printers; proof-readers for House of Commons receive $1,500 to $1,600 per annum for session's work; all this matter is read again by Bureau proof-readers before being signed and sent to the press; there are young clerks in Bureau acting as timekeepers, &c., requiring no special ability receiving more pay than they; formerly departmental reports were all read before being sent to Bureau, a number are now read in Bureau only and signed for press; translation is also done at Bureau; they often work overtime without compensation, while printers and pressmen receive extra pay; requirements of position are of high qualification; as men who have made classical studies or are pastmasters of printing craft; they have entire responsibility for correctness of departmental and parliamentary publications, their imprimatur is the only one accepted by government presses; and yet they are paid little more, often less, than mere compositors; as proof-readers they request that they be made a class or included in one of existing classes of Civil Service, with increased remuneration, 599.

Public Works.

Ottawa, Mechanical and Labouring Branches.—Their position under government is an anomalous one, no plausible reason for it, only neglect on their

MEMORIALS—*Continued.*

Public Works—Continued.

Ottawa Mechanical and Labouring Branches—*Continued.*

part to present their case to competent authorities; gives details in a table showing difference in salaries paid to the different trades in the department and outsiders, always in favour of outsiders; why government employees should receive less than outsiders is hard to understand unless that the former have work the year round, while the latter have dull seasons; their present pay might have been reasonable years ago, but not now when everything has gone up in price; except for a very slight increase their salary has been kept at the old figure; present mode of living, and environments, mixing and living with higher classes of employees increase cost of living, yet salaries do not increase; yet they are only asking for the wages the government has agreed should be paid in their contracts; they wish to be put on the same footing; they are not less efficient workmen than others, and do as great a day's work, if not government should dismiss whoever is deficient in ability or energy, 1123-1124.

Montreal Elevator Men.—Demandent que leur salaire soit augmenté pour les raisons suivantes: (1°) leur salaire est le même que celui d'il y a 14 ans, alors que les ascenseurs furent mis en operation; (2°) leur ouvrage a tellement grandi qu'ils n'ont pas une seule minute de repos; (3°) il y avait toujours une différence marquée entre le salaire de ceux dirigeant les ascenseurs à l'usage du public et celui des personnes occupées sur les ascenseurs destinés au bagage; cette différence a été toujours à leur avantage; ces derniers, il y a deux ans reçurent une augmentation de salaire, qui les mets sur le même pied que les autres; dernièrement le coût de la vie est devenu lourd et excessif; le gouvernement a accordé Mr. Fitzgerald un salaire de $60 par mois ou plus de $120 per année; ils demandent que leur salaire soit augmenté de 25 pour cent, 1150.

Railways and Canals, Lachine Canal Employees.—Ask increase of salary according to the work they do; cost of living is so high they cannot make ends meet; gives table of expenses for a family of six persons, totalling $62.35, while their salary is $45; ordinarily a day's work consists of eight hours, overtime 50 per cent extra, Sunday's work double, but for them they work eleven hours in day and thirteen hours at night, and nothing for Sunday; gives table of prices for food in 1906 and in 1896, the prices in 1906 being 70 per cent higher; gives increases of salaries of other classes of workmen; it is just and reasonable they should receive pay according to the work they have to do, 1215.

METEOROLOGICAL SERVICE, Toronto.—See *Payne*, 693. *Memorials*, 696.

MILITIA AND DEFENCE, DEPARTMENT OF.—See *Fiset*, 699. *Lake*, 735. *LaRochelle*, 757. *Memorials.*—Dominion Arsenal, 759. Royal Military College, 760.

MILLER, W. F., Collector Inland Revenue, Hamilton, 398.

Has been thirty-four years in service; receives limit of salary; since 1890 salary has increased $200; one distillery in Hamilton, two vinegar factories, three bonded factories; revision of duty-pay, every officer who puts in extra time should receive same pay, differs from collector in Toronto; the subordinate officers are the ones who do the drudgery work, 398. Reads list of distilleries and tobacco factories, places and number of officers, and duty-pay of each;

MILLER, W. F.—*Continued.*

wishes to emphasize paragraph in memo. that maximum salary of deputy collectors be placed at minimum of collectors; cannot see, with respect to duty-pay, why the whole staff should not get same amount; the man who puts in the hours should get the money; thinks the subordinate officer is as much entitled to the larger amount as the officials above him, 399. Again there are officers who have passed special class examinations and are not yet in that class; the class being limited there are many who will be old men before they get in that class; outside branch is largely technical and thoroughly practical; appointments in this division have been satisfactory; officials seem satisfied with prospects with promotion examinations and are willing to give service a fair trial, 400. Temporary employees come in at $500; $600 salary after passing Qualifying examination is inadequate, 401.

MILLIGAN, R. J., Assistant Inspector of Weights and Measures, Toronto, 417.

Is assistant inspector of weights and measures, and has been twenty-one years in service; salary now $800, having begun at $500; considering duties to be performed $1,600 would be about right salary, 417. Has had very little travelling; does not see why an assistant inspector of weights and measures should have all these vouchers, considers his word as good as that of an hotel-keeper; would be better if paid a certain sum each day while on inspection duty; waste of time waiting for two vouchers for a fifty cent meal; as it is now a man is considerably out of pocket; car fare is now quite an item; entered service at forty-eight waiting for something to turn up, 418.

MINES, DEPARTMENT OF.—See *Low*, 227: *Memorials, Geological Survey, Fletcher*, 240; *Technical officers*, 242.

MONTIZAMBERT, DR. FREDERICK, I.S.O., Director General of Public Health, Ottawa, 1071.

Has been forty-one years in service and receives $4,000 a year; began as local medical officer in quarantine station in 1866, then of whole quarantine service of Canada, both coasts, in 1894; in 1898 was brought to Ottawa, and made sanitary adviser and inspector of Tracadie Lazaretto; now has rank of deputy minister; under Public Works Health Act administers on sanitary condition of workmen on canals and railways, and all leprosy cases in Dominion; quarantine deals with the exclusion of unhealthy people entering Dominion; has only one clerk and a stenographer in office, but has use of staff of Department of Agriculture as far as accountant and correspondence branches are concerned, 1071. When away, his location is always known to Col. Jarvis, so he can send instructions or go to the place required; has not had a regular holiday for ten years, though he could take one if he liked; has much travelling which he considers holidays; at Grosse Isle last year they had over 600 admissions of actual sick; ships coming up St. Lawrence report at Grosse Isle, an officer takes the report of ship's officer, inspects steerage passengers,—on ship arriving at Quebec an officer of immigration branch of Interior Department examines passengers; has strongly recommended that all matters connected with public health should be combined in one department; at present sick sailors are attended to by Marine Department, sick immigrants by immigration branch of Interior Department, sick Indians by medical staff of Indian Department and analysis of foods and drugs by another department, 1072. Should be a national laboratory at the capital where vaccine, serums, and anti-toxines could be made; these are now bought at druggists and people do not know what they are getting; country is becoming too large to depend on other nations, should be doing her own share in progress of science; petitions and remonstrances have been sent to govern-

MONTIZAMBERT, Dr.—*Continued.*

ment by associations; officer at quarantine goes very carefully into inspection; one question to ship's doctor is, have you on board any one who is deaf and dumb, blind, insane or infirm, if so he is deported at expense of steamer; ship's surgeon is supposed to inspect daily all passengers; our law is, if ship arrives at night at Grosse Isle we do not inspect passengers at all, but take the sworn certificate of captain and surgeon, 1073. But if that privilege is abused it will be stopped; so careful is the ship's surgeon that in doubtful cases has summoned witness for inspection; if passengers are numerous Board of Trade provides more than one doctor; the work of examination at Quebec is not hurried; witness examines for quarantinable diseases as trachoma or favus; trains have to wait till medical examinations are over; this examination for trachoma and favus is forced upon us by United States, 1074. They having a similar law, saying that if you do not have same restrictive measures at your ports of ingress as we have at ours we will put on inspectors at frontier and hold up all your trains till passengers are examined, we therefore work *pari passu* with United States; in all cases and places of entry the quarantine officer goes out to meet the vessel, and no vessel can enter until she has her quarantine clearance; that is the first paper she has to produce; at an unorganized maritime quarantine station the custom-house officer is ex officio the quarantine officer, and he has the power, it is his duty if he thinks the ship comes from an infected port or has infectious disease on board, to call in a doctor to examine the passengers; this applies to eevry port on both coasts; this as a rule is not abused, 1075. Feels very strongly on question of superannuation, on the fact that a man may serve thirty-five years or more and pay his percentage every year, if he dies in harness, all is lost and there is no provision for widow and orphan; the Militia Department is far better off than other departments; its abolition was an utter mistake; something giving stability to service should be put on statute-book; a man should not have to feel that if he dies in harness there is nothing for widow and orphans; thinks an all round increase of 25 per cent should be given, and commissioners left to deal with special cases; thinks the general subject of tuberculosis should become a matter for Department of Public Health; it would not be more *ultra vires* than leprosy, or hygiene in camps; but the real difficulty is a certain vagueness as to the authority of provinces in regard to public health; would say within a generation that people have regarded it as in any respect preventable and curable; does not see how a distinction can be made between tuberculosis and leprosy; would be well to place it also under Public Health Act, 1076. Officers at Grosse Isle work eight months in the year, all others the full year; if an inspector is found incapable, could not dismiss him, only report to Minister; has never been consulted as to appointments; higher officials are appointed by order in council, all others are ministerial; has no desire to interfere; at Grosse Isle the work has increased very much, they have now disinfecting appliances, water tanks for supplying hospital with water, this called for an increased staff but there are none too many, 1077. Outside medical officers are not permanent; some of them are allowed to practise, others not; could get resident doctor at Halifax for $1,800, but he would have to be taught; will say that although the whole system of appointment since confederation has been political, we have always had a splendid staff; suggests that annual increase in salary be $100, not $50, and promotion to any grade be accompanied by an increase of salary, 1078. Submits a list of permanent and temporary officers of Canadian quarantine service, of temporary small-pox inspectors at work on international frontier; also extract from order in council on his appointment to present duties, 1079-1080-1081.

MONTIZAMBERT, Dr.—*Continued.*

Memo.: Has been in Civil Service since before confederation; medical assistant at Grosse Isle, 1866; medical superintendent Grosse Isle, 1869; general superintendent of Canadian quarantine service, 1894; Director General of Public Health and sanitary adviser of Dominion government, 1899; deputy minister by order in council, 1899, and by statute, 1905; as general superintendent had $4,000 salary and $444 emoluments; when moved to headquarters lost emoluments, but got added duties and responsibilities; found quarantine service, chaos, built it up to great efficiency; claims that in originating, developing and perfecting this scientific work he has done more for good of Canada than any other civil servant; his services have been recognized in other countries; in England, as an Honorary Fellow of Incorporated Society of Medical Officers of Health; in Scotland, as a Fellow of Royal College of Surgeons; in France, as Honourary Fellow of La Société Française d'Hygiène; also in United States; other deputy ministers giving technical or professional services requiring special study are recognized by suitable salaries, e.g., railways (two years' service), $7,500; justice (law), fourteen years' service, $6,000; why should not medicine and sanitation, sciences continually changing and advancing even more than the others and demanding more continuous study out of office hours, be suitably recognized in his salary after forty-one years' service, instead of receiving a much smaller official income than ten years ago, and that in spite of the much higher cost of living and increases given to other officers, 1081-1082.

MORIN, JEAN PASCAL, Inspector, Weights and Measures, St. Hyacinthe, 362.

Seven years in service, one year in excise as deputy inspector, then was made inspector for new division of St. Hyacinthe; has three assistant inspectors; received a letter lately increasing their salaries; division of St. Hyacinthe was formerly part in Montreal and part in Three Rivers; in our division there are nineteen counties; officers travel over division during summer months, with all necessary expenses paid while on duty, 362. They hurry through their work, and do their writing at night, to get home as soon as possible; these officers work only five or six months and receive $750; while the inspector works all year round for $950; is fully occupied with duties of office, being alone to attend to correspondence and work that comes in; when men are not on road, has to prepare work for next season; would have done better by remaining in excise; expected better salary, being able to speak both languages, 363. Had a new man appointed who did not really know how to handle a hammer or tools for work; had to give him an instructor; this is one experience of getting new men, 364.

MUNRO, JOHN, Foreman, Printing Bureau, 605.

Is foreman of the press-room for the last six years, was formerly foreman printer at Winnipeg; was receiving the same salary at Winnipeg as he is to-day, he anticipated a larger salary here; shows a letter from former employer confirming the $25 salary, 605. Has to look after twenty-seven presses and three other machines; number of operatives in press-room is fifty-seven, of whom nine are women; thinks he has saved government thousands of dollars by putting an attachment to a press printing envelopes; though the attachment is patented it is working for government for nothing; it saves 5 cents per 1,000 envelopes; it also saves the delay in time of delivering the envelopes from press-room to bindery and from bindery to delivery room, as they now go direct to delivery room; has just secured patent in the United States, 606. Inks, oils, roller composition, benzine and coal oil, pieces from press builders, &c., are bought on his requisition; the order itself after he fills up the

MUNRO, JOHN—*Continued.*

requisition goes to the Superintendent of Printing; as a rule he patronized same firm as his predecessor; checks the paper coming in to see that he receives what the order calls for; would like, with other foremen, to be recognized as on executive staff, 607.

MURPHY, WILLIAM, Elevator Man at Postal Station A, Toronto, 1174.

Receives $50 a month; he and Mr. Gormaly work nineteen hours a day; thinks there should be a third to help them; have to have everything in readiness to start at 5 a.m., winter and summer; are requested to do work our appointment does not call for, and are working for two different departments; an elevator man should not do work of one of the staff of the Post Office Department; fails to see why they should not have proper hours; have only one warm meal a day; the elevator is exposed winter and summer, 1174.

Memo.: There are seven elevator men in Toronto; two at station A at $50 a month; three at warehouse at $50; one in Customs at $55; one in general post office at $45; hours at station A are 5 a.m. to 3 p.m.; from 3 p.m. to midnight; cost of living and rents in Toronto are treble what they were; the men ask an increase of pay at least 30 per cent; think they should be placed on same footing as others in the Civil Service as regards holidays; they now receive only one week's holiday; that in case of sickness pay should not be deducted, 1178.

NASH, A. F., Inspector of Gas and Electric Light, London, 426.

Recommends three grades of inspectors and assistant inspectors; thinks service could be improved by classification; the three grades being paid $2,400, $2,000 and $1,600, while assistant inspectors should receive from $800 to $1,200; that vacancies be filled by promotion; that inspectors be required to give undivided attention and not receive salaries from other sources, 426. Mr. McPhee's statement is that there are twenty-six people, Customs officials, inspectors of weights and measures, and excise officers receiving emoluments of $100 to $300 for gas inspection; thinks that two or three additional gas inspectors as such, would be sufficient for whole Dominion; in inspecting electric lights, private houses are not entered, but with an instrument carried by inspector he makes voltage tests at different points of city, where wires enter buildings; in residential districts the transformers are tested; if secondary wires should get the primary voltage, damage would be done, though there are fuses placed in these lines to protect from a discharge of that kind; if transformers are in proper condition there is no possibility of direct contact, because wires do not come together; it is out of the jurisdiction of government inspector to test the electric light wires in private houses; the electric light people are not responsible; if wiring is defective it is really the fault of the inspectors of the underwriters, who should inspect wiring, 427. Recommends besides these grades there should be a senior inspector; at present one man is held responsible for this; all one has to do is to write to department and complain that his prover or any of his instruments needs repairing; a new gas inspection office is needed at Petrolia; we have to find the gas company and not they us; they are not worried about an inspector; gas inspector's duty to see company is supplying proper gas and that there is a prover for testing the meters; that on creation of a new gas inspection office, department requires senior gas inspector to superintend and install apparatus, and suggests an additional salary of $500 be given him, 428. Though memorial omits mention of keeping of old offices in repair yet that was the intention; the recommendation in memorial applies to the keeping in repair of the apparatus in the old offices, as well as the installation of apparatus in the new ones, 429.

NELSON, FRANK, Clerk, Interior Department (letter), 492.

Suggests instead of three weeks' holiday to all employees regardless of length of service, would suggest a graded scale, two weeks during first five years' service; after five years' service three weeks; after ten years' service four weeks; after twenty years' service five weeks; three weeks annual vacation is not sufficient for officials of advancing years and long service; suggestion is borrowed from English Civil Service Act, which provides, that in the lower grades of service twelve working days shall be the annual holiday, and after five years, eighteen days; in the higher grades thirty-six working days, and after ten years forty-eight working days; a suggestion from Civil Service Act of United States provides that not more than two members of the same family be employed in service at the same time, 492.

NEWCOMBE, E. L., Deputy Minister of Justice, 525.

Deputy since 1893, at salary of $6,000; enumerates duties, 525. Part of his duty to read over all the Acts passed by the several local legislatures; draft all commissions issued under the Great Seal; draft or revise all contracts entered into by the several departments; has the superintendence of all matters connected with the administration of justice; capital cases reviewed, all cases of clemency; remission of sentence; question of life and death is carefully considered; is called to pass upon all cases presented for leniency, 526. Capital cases have to be reviewed whether application is made or not before sentence is executed; His Excellency can remit sentence upon advice of Minister of Justice; judge decides that execution takes place on a certain day, a longer period than in England, in the interval evidence is reviewed; His Excellency's prerogative is unlimited in respect to clemency; a judge has no alternative, if jury find prisoner is guilty, to sentence, if not guilty, to pardon; there are cases where jury recommend mercy, 527. A judge has no power of mercy; judges are appointed on recommendation of Minister; department has control of penitentiaries; a parole officer was appointed during the last three years; roughly speaking there are about 300 officials in penitentiaries; all vacancies filled by Minister, 528. Kingston is the largest penitentiary; judge sentences each convict to the penitentiary for the district in which he is tried, limits of district are defined by statute, if sentence is for two years convict goes to penitentiary, if under two years to local jail; regulates and controls all litigation for or against Crown; frequently cases are to be argued from court to court; expects to go to England in case of Martineau v. Bank of Montreal and other cases; in Martineau case the question is whether the bank can recover back from the government the moneys which it paid on those forged cheques; defence is that the government were negligent in not finding out that the system of forgery was going on, decided here in every court in favour of government, 529. Has to follow up all cases between provinces and Dominion; litigation is varied and very extensive and growing all the time; all business of the Intercolonial Railway, questions involving negligence, carriers' contracts, bills of lading and construction contracts; Transcontinental Railway will increase business; canals, &c., case of steamer *Arabia* stranding in St. Lawrence government was sued and case went to Privy Council; fisheries, both foreign and domestic vessels; case of claim came in the other day for the loss of a vessel up at the 'Soo' caused by reason of alleged negligence of lighthouse keeper in not keeping the lights burning; smuggling cases, customs frauds; in a case not long ago recovered $20,000 of penalties and duties for undervaluation of articles, no attempt to keep cases from public; many cases do not attract public notice, 530. Inland Revenue Department has many prosecutions for illicit distillations; Militia Department gives more work lately, having taken over services

NEWCOMBE, E. L.—*Continued.*

formerly administered by Imperial authorities; recent purchase of land at Petawawa; land for rifle ranges, drill hall sites, contracts for rifles, stores handed out and not recovered; Public Works gives considerable amount of litigation over contracts, has to settle many cases by compromise; government has an immunity that a private individual has not, in that it cannot be sued without its consent; cases require great consideration either to pay or make a prudent compromise; at times it is determined to resist a claim, then a fiat is issued; Interior Department requires much advice, in sales, patents, &c.; Agriculture also in the way of patent cases, copyrights, quarantine, &c.; State Department is not concerned in litigation, but necessitates a good deal of drafting commissions, forms, &c.; Finance Department has a great many Treasury Board and Civil Service references, insurance cases, &c.; often disputes between this government and those of Ontario and Quebec on financial matters; Indian Department has accounts between it and the various Indian bands going back to time immemorial as to status and treaty rights, 531. Has to advise on settlements of troubles between Canada and United States as to boundaries and waterways; there is a great question as to expropriation and titles relating to all departments; litigation pending involves about 200 cases; employs very frequently local counsel in distant places; has twenty-four officers now; Mr. Power reviews capital and remission cases generally, 532. Mr. Fraser deals with questions relating to Dominion lands, Indian affairs, and contractors' claims, and is one of the most capable men in the public service; the two latter receive a salary of $2,800; Mr. Leslie is oldest officer in department, has been confidential officer to each succeeding deputy, recommended him last year for chief clerkship; Mr. Fraser is not at all adequately compensated; could not get a man of his experience and efficiency for any such price; department is under-manned; all clerks do work of a highly important character; Mr. Côté, though not a lawyer, has had legal training; takes charge of criminal remission register, drafts preliminary reports, gets information from the judges and the jail; duties quasi professional, 533. Each of chief clerks has a specialty; thinks they are not adequately paid by the maximum of first-class clerks, so they were made chief clerks; helped to revise Dominion statutes and Civil Service Act; sees that assistance is needed before any one comes in, 534. Not bothered much by political pressure; conduct of clerks is satisfactory, they are appointed on probation and efficiency reported; no transfer of clerks to other departments, 535. Department is, beyond question, doing the largest legal business in the Dominion and doing it with success; if you take our salary list you will find it bears no manner of proportion to the income of men who are successfully engaged in outside practice; thinks classification of Civil Service Act is altogether wrong, and does not approve of automatic increase, 536. If, for instance, in Post Office Department the deputy postmaster general is satisfied that an officer who is getting only $500 ought to get $800, and that he is working in the class where salaries range from $500 to $600, public interests would be safeguarded by providing the increase on the certificate of the deputy, provided always the appropriation covers it; does not see why a deputy should shirk the responsibility, thinks the best incentive to do good service is the idea that a man stands well with his deputy chief by performing his duties faithfully and well and be rewarded as if deputy were owner of business, 537. Inspectors when visiting penitentiaries receive only out-of-pocket expenses; remote penitentiaries are visited once a year; Mr. Dawson is away visiting most of the time and Mr. Stewart rather looks after work in head office; accountant also visits penitentiaries; all who travel lose money; each inspector receives $2,800; thinks there should be some way of

[EWCOMBE, E. L.—*Continued.*

recouping officers for expenses necessarily incurred and cannot be charged up; should be some encouragement for an inspector to inspect; hands in a statement of facts relating to penitentiary branch; system is such that no official can travel as a business man would travel without serious personal loss; officials get three weeks leave of absence; department is always open to public from nine o'clock until six, 538. During session the chief men are always at work; there are no historical records kept in vaults; Mr. Narraway controls the records; many are of historical and permanent value, as in cases of disputed territory, should be handed over to Archives; all offices in East Block except Dominion Police; entered service before Superannuation Act was abolished; Militia Department and employees of Intercolonial Railway have had Pension Acts in their favour; thinks there should be reasonable provision for retiring annuities for the service; salaries of good men are small compared to what can be earned outside for similar work; but with a retiring allowance it is an inducement to many a good man, 539. Also it is a means of getting rid of inefficient men, for now as long as a man is able to hobble around, get to his office, sign attendance book, he will do so; in spite of due economy he has had to spend every dollar he has made, has been a good servant, yet if retired he has nothing to keep him out of poor-house; thinks abolition of Superannuation Act a mistake; has no doubt that reasonable provision should be made for retiring annuities; since abolition of the Act, judges have had their pensions modified, some can go out on full pay, formerly it was on two-thirds; militia and mounted police are pensioned; all departments except Civil Service have had its privileges increased; thinks Civil Service Act is pretty consistent now, the sections work consistently enough, but the quality of the Act is a different thing, 540. Operation of Act in regard to classification and salaries is open to objection; a deputy's salary is limited, but not the salary of a man coming in with special qualifications; before revision of Civil Service Act it was very difficult to find out what its provisions were, and there were many inaccuracies; thinks now there are no incongruities in it; under our commission we were to revise the law as it stood and give effect to the apparent intention, 541. Would suggest modification with regard to temporary employees; there should be no restriction so far as concerns examinations; set a limit to salary if you like, but if one has a pressure of work on hand and wants to get a person who is most qualified, to come to department for a week, or six months if you like, there should be no statutory obstacle to that; now you have to resort to a subterfuge; you may not be able at the moment to find one who has passed the Civil Service examination, or those you can find are not qualified for the work, and you have to take in somebody else; then you have to arrange in some way that the account for salary be passed without a certificate that he has passed the Civil Service examination; thinks powers should be enlarged in regard to the employment of professional assistance, as in case of Geological Survey Department; there should be power either defined by Act or delegated whereby a department, as Justice, might be exempt and placed on an established list, so far as professional services are concerned, 542. It sounds good to have appointments made by a Civil Service Commission, who when appealed to for a person with certain qualifications, would advertise a day for an examination on the subject, and send the name of the first passed on the list to the person applying; if person recommended did not suit, then send the second on the list, and so on; references for opinions from other departments in 1904 were 1,132, last year 1,800; some deputies give more trouble than others; he is responsible for these opinions, generally refers question to the officer who is specially qualified to deal with it, and is

NEWCOMBE, E. L.—*Continued.*

more or less satisfied to take his statement; some references are in department for six months, 543. Not the business of department to draft legislation, but of the law clerk of House of Commons and his staff, but sometimes Minister will come in and insist that we take charge of a particular measure; with regard to judges' leave of absence and payments, accounting branch of department has had a great deal put upon it through the changes in the law with regard to official travelling allowances; issues three times more cheques now than formerly; administration of Yukon is a heavy burden; applications for returns and extraditions of fugitive offenders have to be passed upon; purchase of Ross rifle, the deportation of immigrants, developments in Northwest; remissions; also have control over Dominion police, Supreme Court and Exchequer Court staffs; secret service of Dominion police; disallowance of provincial legislation, last year, with the two new provinces, had 4,856 pages of additional legislation to read and report on, 544. Provinces seem disposed to legislate right up to border line or a little beyond if not checked; they complain Dominion continually infinges on their rights, because they think they have rights beyond what are given to them as a rule; there is very little *ultra vires* legislation, 545.

Statement showing number of staff and amount of salaries paid during fiscal years 1891-2 and 1905-6, 546.

NORRIS, J. E. —See *Memorials, Post Office Department, Western Canada Railway Mail Clerks,* 1060.

O'CONNOR, GARRETT, Railway Mail Clerk, Bridgeburg, Ontario (letter), 1050.

(1) It was understood that clerks in railway mail service were to have maximum salaries increased, and annual increases raised beyond $50; the raise from $50 to $100 is very necessary as the clerks 'wear out' earlier, through the exacting, exciting and dangerous nature of their duties, renders it reasonable that they receive their maximum after seven and a half to ten and a half years' service rather than fourteen and a half years' service; also their minimum salary $400 should be increased; (2) should be amendment to Post Office Act giving clerk his legal standing; (3) they regret making future examinations 'easy' for new appointees, as it will lower the service; and while raising the pay should raise qualifications, 1050. (4) In United States clerk carries a 'commission' bearing photo, name, address, &c., giving free transportation, and superintendents obtain, when requested, half-fare tickets for families of clerks; such concessions are desired by Canadian clerks from the various railways; (5) post office authorities should provide cases and cards for annual examination; the cases would last a life time; (6) the service would gain if an inspector visited the different railway post offices once or twice a year; would see many things to improve upon; London district not visited for several years; (7) clerks ought not to leave cars to open letter-boxes at stations; surprising some are not killed, one man lost a leg some years ago; such duty belongs more to letter carriers or mail couriers than to railway mail clerks; (8) clerks should not call for or deliver matter at initial or terminal points; it is done at some places with little or no trouble resulting; (10) clerks should receive remuneration for suggesting valuable improvements; (11) mail clerks about 450 in all Canada; no other body of men could handle the volume of matter with so little loss; registered mail matter in transit from city post offices to railway post offices should be carried by post office transfer agent, not by mail clerks; and latter could give receipts; (12) mail clerks pass examinations before they are fully appointed, while in many other departments an educational test is not

O'CONNOR, GARRETT—*Continued.*

demanded, e.g., Customs officers without examination commence duties with salaries and allowances as high as $900 or more; mail clerks with all examinations only receive half of that at starting, and it takes many years to equal salaries of Customs officers; mail clerks' duties are always increasing; Post Office Act should be amended to give clerks the legal standing of passengers on train, they are such of course, but the Act should say so, 1051-1052.

O'HALLORAN, GEORGE F., Deputy Minister of Agriculture, 51.

Has been deputy since May, 1902; department looks after trade marks, patents, census and statistics, experimental farms, quarantine, dairying, seed and live stock, creameries, cheese curing, poultry, fruit, tobacco, cold storage, refrigerator cars and cold storage warehouses to extend over whole country; not enough private enterprise to establish such warehouses, so parliament passed a measure for their creation; the Archives also are under the supervision of this department, 51. On June 30, 1906, there were fifty-nine permanent employees against fifty-three on June 30, 1902; sixteen extra clerks in 1892 and twenty-four in 1906, paid out of civil government contingencies; five chief clerks, ten first-class clerks, in 1906 as in 1892; patent examiners are graduates in science; some graduates have taken the electrical course, others the mechanical course; all must be specialists; promotion made no difference in the work, 52. Has simply enough clerks for the work; the principal offices are in the Langevin Block; others in the Canadian Building (Wood's building), another at corner of Queen and Metcalfe streets; the Archives are in a separate building; large number of temporary clerks in proportion to the permanent staff; temporary clerks are employed only on my recommendation; we try to get as good clerks as we can; have no faith in competitive examinations; all clerks are paid out of civil government contingencies; they are chiefly women; young men will not apply for so low a salary; as a rule once a clerk is in he remains in, 53. There is an attendance book in every building; clerks after probation are seldom rejected; the deputy minister reports on the fitness of clerks, but rely on the chiefs; present salary is $3,900, next year will be $4,000; before appointment was a barrister; all get the statutory leave of absence for three weeks; office hours from nine to four, allowing an hour and a quarter for luncheon; if required clerks stay until five o'clock, 54. Records are in very satisfactory state; staff is sufficient; finds that clerks work very much harder than he thought; thinks superannuation gives stability to the public service; would be desirable to restore Superannuation Act or some kind of pension system, as other large industrial and financial institutions do; Archives vote is not now subject to Civil Service Act, old clerks are goverened by it, but not the incoming clerks; Minister generally insists that all should pass an examination; work in Archives requires a technical education, and a knowledge of the history of the country, 55. New scheme on foot for conducting the Archives branch; a report is published; the last one contains what are termed the constitutional papers of Canada; it is proposed to publish historical papers of interest; Mr. Doughty receives now $3,000 a year; Census and Statistics Branch is in the Canadian Building; some twenty-nine at present on staff; the director receives $4,000 a year; he publishes a statistical year book; he is now gathering statistics for an agricultural census of the Dominion; when decennial census is being compiled there are as many as 150 or 200 clerks; has charge of census, 56. In this department there are several highly paid officers; takes nearly five years to complete a census; the Agriculture and Dairy Commissioner's Branch has been divided into three branches; all

O'HALLORAN, G. F.—*Continued.*

were united under Dr. Robertson; he broke down from nervous exhaustion; Mr. Ruddick and Mr. Clarke worked under Dr. Robertson, whose work became so important that it was considered advisable that the three heads communicate with the Minister direct, 57. Dr. Robertson was one of the greatest and most indefatigable workers; cow census is the method of selecting the most profitable cows in a herd by testing samples of milk; farmers willingly co-operate; improvement in cattle and horses; shorthorn the most popular breed; Dr. Rutherford has a staff of seventeen; four travelling inspectors and eighty correspondents, receiving constant returns of diseases; he deserves great credit, 58. National records kept here for horses and cattle, native as well as imported; Mr. Gilbert has charge of poultry; seed commissioner enforces Seed Control Act; sample seed sent out from farm to be reported on; dairy commissioner enforces Fruit Marks Act; tobacco is under charge of special officer; Mr. Ruddick enforces cold storage, 59. Dr. Saunders gets $4,000 a year and perquisites; farm diffuses experimental work in all its branches; bulletins published free to farmers; principal officers are married and live on farm; there are twenty-eight salaried officials; farm labourers appointed by director and are satisfied with salaries, 60. Products of farm sold; officers and labourers on farm pay for what they get; branch experimental farms; had exhibitions at St. Louis, Pittsburg, London, Liège, Milan and New Zealand; exhibition work is continuous; permanent exhibit at London; next year will have exhibit in London to celebrate *entente cordiale,* 61. Dr. Montizambert has charge of quarantine branch, and ranks as deputy, also administers Public Works Health Act; supervises Tracadie Lazaretto, and that on D'Arcy Island, Vancouver; has physicians at all the principal ports; is deputy minister of patents, 62. Process explained before a patent is issued; patent fees last year amounted to $177,000; hundreds of caveats every year; work in patent office is now caught up; was formerly very much behind; we receive very few complaints now about delay, 63. Three months from application to issue of patent; a judgment in Supreme Court changed the whole practice in the office; in consequence nearly all previous applications passed had to be dealt with judicially; patentee has one year during which he can import after patent is granted; after Patent Act was amended British license system was introduced, 64. By which system the patentee is not bound to manufacture, but if any one wishes to use his patent, and the patentee refuses to give him a license, this person may apply to the patent office, which may order the license on such terms as it sees fit; if the patentee does not comply with the order the patent office may cancel the patent; more work had to be done than was ever done before; the work of deputy minister of patents is equal to the work of the average deputy minister, therefore thinks he is entitled to ask for more than ordinary deputy minister; has had to decide many things; a patent is sometimes refused, 65. And no appeal except to Governor in Council; life of a patent; sometimes a patentee applies for a reissue, accompanied by an office full of counsel, whom he has to hear alone; patents sometimes expire and patentee tries to get special Act for reissue; such applications average ten each session; fee for a patent full term; about 3,000 patents issued each year; when Patent Bill is up before committee, is generally present; patents increasing rapidly; Mr. P. E. Ritchie is registrar of trade marks and cppyrights who deals with all correspondence, 66. Signs certificates of registration of trade marks; copyright applies to books and music; copyright lasts twenty-eight years; department is not overmanned; present method of appointment satisfactory; opposed to competitive system; if one clerk is more capable than another Minister should have power to

PAGÉ, Dr.—*Continued.*

often conflict of authorities on technicalities; has no time to cultivate private practice; work goes on smoothly; it has been suggested that detention hospital might be used in winter for incipient cases of tuberculosis, but nothing official yet, 1086.

Letter: Correspondence between Dr. Pagé and Dr. Logan, the shore inspector for the Dominion Line in Liverpool, 1086. First letter, Dr. Logan to Dr. Pagé: refers to case of deported passengers in ss. *Dominion,* in which case both agree; admits the case of two passengers deported as he had marked them 'rejected,' but through a mistake of a steward they were permitted to go; cannot complain they were sent back; appreciates reference to good record by Dominion Line, and will endeavour to maintain it; glad you differentiate in favour of persons about to settle as farmers in open healthy country; will keep fact in mind; good record has been secured by many rejections; yesterday rejected twelve I thought you would not accept; second letter, Dr. Pagé to Dr. Logan: if discrimination has sometimes been made in accepting people affected with trachoma; does not mean an encouragement to let such people pass even in slightest degree; in circumstances when an immigrant is found very desirable otherwise it would be inhuman to send him back; if a case is diagnosed as trachoma immigrant must invariably be rejected before embarking; idea of a joint conference of health officers of different provinces not abandoned; will lay it before authorities, hoping you will visit our country and give us a substantial scientific contribution, 1087.

PAGEAU, CHARLES, Examining Officer, Customs, Quebec (letter), 150.

Nommé 'examining officer' à Quebec en 1905, ensuite 'landing waiter,' à un salaire de $700; salaire insuffisant pour les besoins de sa famille, demande une augmentation, 150.

PARADIS, EDWARD, Employee, Lachine Canal, 1222.

Wishes to speak for the men who work only seven months; government has work to be done in winter and it is given to outsiders; there are repairs to be done, shovelling snow, &c.; the work of repairs and cleaning up in winter time should be given to these men who are laid off the canal instead of bringing in other men to do this; then the Sunday watch for which they get no pay, if they are absent they have to pay a substitute, 1222.

PARENT, PAUL, Assistant Inspector of Weights and Measures, Quebec (letter), 375.

Was appointed as messenger and caretaker of weights and measures office in 1904 at $600; in 1906 was assistant inspector at same salary; in 1907 received $50 increase for the three positions; work is assiduous; supports two sisters; present salary insufficient to make ends meet and keep out of debt; attends to heating of office for nearly ten months in the year, 375.

PARMELEE, W. G., I.S.O., Deputy Minister of Trade and Commerce, 1260.

Deputy minister since 1892; expenditure last year was about $3,850,000; department looks after culling of timber, the inspection of staples, commercial agencies, Chinese immigration, bounties on pig iron, puddled bars, steel ingots and articles manufactured in steel, bounties on lead, binder twine and crude petroleum; mail subsidies and steamship appropriations; salary is $4,200; has two chief clerks, two first-class clerks; all clerks have passed the Civil Service examination, 1260. Most of them are very superior clerks; staff rather under-manned, offices in Western Block; all who were promoted passed promotion examination; has been thirty-one years in service; the Act says in case of promotion 'the head of a department may select or reject,' if

PARMELEE, W. G.—*Continued.*

of lead in London is down to £12 10s., then it starts at £15 to the ton, and as the price goes up the bounty recedes until at £16 per ton it ceases entirely; for nearly two years past there has not been a dollar of bounty earned; now lead is worth £20 6s., or £4 beyond the limit; there has not been a dollar of bounty paid within the last year, and yet we are obliged to keep the supervisor there at Kaslo at $2,400 a year; no interest in lead since bounty ceased; thinks it is increasing as increase in price stimulates production; the man at Marysville, B.C., having nothing to do was allowed to go; there is a supervisor at Petrolia of petroleum at $1,200, also one at Moncton; crude petroleum bounty is a fixed sum, 1½ cents imperial gallon; total number of persons or firms claiming bounty on petroleum was 595; that does not refer to the number of wells; one concern may have one or a hundred wells, so they may run up to thousands; has to keep track of output of well when sold to a refining company, for which a cheque is received payable in accountant's office; a duplicate carbon cheque is kept; if amount covered by carbons equals the amount a firm is claiming, it must be correct, if correct one man certifies; bounties on petroleum amounted to $291,000; bounty on binder twine is fixed by Act, it being equal to export duty on manilla hemp from Philippine Islands, because Americans allow it to come in free; there is an export duty on manilla hemp coming to Canada, our duty offsetting that, duty not to exceed ⅝ of 1 cent per pound consumed; inspection in connection with the bounties is efficient, 1267. Suggests better pay for supervisors, they save their salaries over and over again by check put on the companies; mail subsidies last year were $1,250,000, having about sixty contracts with steamship services, some in Canada and others outside; the service of these companies is certified to by collector of customs at the port; the checks in Dominion are by collectors of customs; there is no friction; ports of call are constantly changing at discretion of Minister; department publishes three reports which are extensively circulated; the weekly report amounts to about 3,000 and is in constant demand; annual report is now in two volumes; department is under-manned but clerks are decidedly efficient, 1268. Suggests increase of salaries to correspond with increase in cost of living; thought formerly the under grades were under-paid, now it is the higher grades; such men outside would get far more money; was fifteen years bank manager; statements for years 1896 and 1906, showing increase in ten years, 1269. Department not in operation 1892; statement of staff 1896-1906; expenditure 1905-6; inside staff 1906; administration of Chinese Act; outside service, commercial agents, culling timber, bounties on iron, steel, lead and crude petroleum; inspection of staples, 1270-71-72-73. Department publishes annual, monthly and weekly reports; annual contains trade statistics of Canada and her trade with foreign countries; departmental work; a synopsis of trade of all countries; monthly contains comparative statistics from month to month and general commercial information; commercial agents' reports and tariff changes in foreign countries; weekly is distributed every Monday, contains agents' reports and information thought desirable to be known promptly to Canadian exporters and importers.

Letter W. G. Parmalee to commission.—Department through exchanges receives annual reports of all countries in the world that publish such, from which our figures are compiled; previous no such information was available in Canada, have proved of much value to mercantile communities; the monthly comprises figures showing progress of Canada and tables including month of publication; tables are unrevised and are subject to future adjustment, though they are generally correct; in the monthly all new tariffs as they come out are published; object of monthly is to get information to the public

ARMELEE, W. G.—*Continued.*

earlier than through annual report; weeklies are samples to give scope of information given therein; there is a great demand for the weeklies, every day demands for them are received, 1274.

ATENT OFFICE.—See under *Memorials, O'Halloran.*

ATTENSON, ALEXANDER, Jr., Appraiser, Customs, Toronto, 161.

Listed as assistant appraiser, yet performs work of appraiser for years; thus causing him to miss the increase given last year; receiving only $100 instead of $200 increase; is twenty-six years in service and is receiving less by $200 to $400 than those entering later; passed same examinations as the later ones; appraises stationery, fancy goods, drugs, &c.; acting as appraiser, wishes to be ranked as appraiser, 161. Is at maximum as assistant appraiser; Mr. Davidson is on same list as assistant appraiser, though on list at Ottawa as appraiser and got his increase; apologizes for troubling commissioners, yet department is satisfied with services; entered at $600 with prospects of receiving more, 162.

AYNE, F. F., Secretary of Meteorological Service, Toronto, 693.

Is secretary of Meteorological Service; has been thirty years in service, and salary is $1,350; no one now receives any emolument but salary; seven of principal officers have all served over thirty years; our work in preparing daily weather charts is hardly known in Ottawa; grant for service this year is $110,000, spent mostly in telegraph service, circulating weather forecasts, and collection of data on which we base them; staff is small, but were helped this summer by three university students; would sooner have permanent officers, 693. Qualifications of officers are highly scientific; lots of complaints as to weather forecasts, as it is not yet by any means a perfect science; about 82 per cent of forecasts are verified; have the best instruments and very well equipped; more expense as country is opened up; in wheat growing Northwest people are always asking for new stations; present observatory is in Queen's Park; editions are published monthly and daily; presents copy of forecast printed every morning and sent to all parts of Ontario; exchange reports with United States; observatory itself is in a very bad condition, 694. Considers that director's position should equal that of a deputy head; and that men of thirty years' standing should have more recognition; our kind of work is not appreciated in any country; tries to predict the weather for the general public, and the hardest thing to do is to predict rain; far easier to predict temperature and storms; expresses wish that staff be put in a better monetary position and also in regard to superannuation, 695.

Personal letter: Upon appointment of present director of the service, in 1894, salaries of the four senior officers were, three at $1,216 and himself at $800; though the work has not changed relatively, the same officials now receive $3,000, $2,400, $1,450 and $1,350; director has frequently recommended witness better treatment, without result; work of secretary is not same as that carried on by an officer of same rank of business, for besides dictation of practically all letters sent out, many of which are technical, has secretarial work, the care of all accounts, as well as his share of scientific work; in United States the secretary receives same salary as any other officer excepting chief, 695.

AYNE, J. L.—See *Civil Service Association.*

PEARCE, E. J., Pressman, Printing Bureau, 611.

The Act referred to does not state the minimum nor does it debar those in authority from paying whatever wages they wish; the scale is not adhered to, for some are getting $18 and others $20; wages have not gone up in the last three years in proportion to the advance in outside offices; $16.50 is the minimum rate, yet many offices are paying $25 or $30 in special cases; the Act either has to be amended or the government has to show a sympathetic spirit and pay in the Bureau at least the wages that are paid in outside offices; we ask if the Commission can see its way to have the Act amended, on the ground that it is not fair to compare the cost of living in Ottawa with Montreal or Toronto; under present conditions would approve of the Act being amended by substituting the rate paid in printing offices in Ottawa instead of in those of Montreal or Toronto; the reason for putting that limitation in the Act was on account of an agreement reached in Toronto on a revision of the last scale of wages; the Act was then amended to put the wages in the Bureau on a par with those in Toronto; that amendment governs the Bureau far more than the Act, for it is always brought forward against us when we approach authorities in regard to wages, 612. We contended all along that Montreal was not a fair city on which to base the rate of our wages; there is one alternative which would solve the whole question, for the government to make the employees in the Bureau permanent, granting statutory increases; is offering that as a solution, 613. The press girls have to stand all day and keep up with machines, while the bindery girls can sit all day and do their work leisurely, 614.

PEDLEY, FRANK, Deputy Superintendent General of Indian Affairs, 248.

Appointed November, 1902; total staff about 1,100, including doctors and teachers; receiving $4,000 per annum; Indian population about 110,000, and is stationery; 15,000 or 20,000 Indians outside treaty limits, still we help them when necessary; Mr. Bray is surveyor and surveys or arranges for them, 248. Work of department is increasing; more applications for positions from women than from men; thinks $500 salary is detrimental to encouraging good men to come in, 249. Have one or two ladies in department who are capable of doing the high-grade work; would rather the higher positions were filled by men, for control of an office and maintenance of discipline chances are in favour of the men; the temporary clerks, also junior second-class clerks have passed the Civil Service examinations, 250. Staff has increased, the work also; spend lot of time and money trying to make Indians live better; after treaty great care is to be exercised; as they become more civilized and adopt working habits, our management changes; as management expenses increase, relief and rationing expenses decrease; are looking forward to time when the Indians will be self-supporting; then reserves would cease to exist and agents disappear; many are self-supporting now, 251. In case of filling a vacancy or making a promotion the deputy minister should make a report or give his opinion; would be wise for Minister, in making a promotion, to consult some one who has practical knowledge of working of department, 252. No third-class clerks; question is whether the power of raising minimum salary on appointment from $500 to $700 would induce to bring in more men; recommended that temporary clerkships be converted into third-class clerkships so that we could promote; staff get three weeks of absence; attendance book kept and signed, 253. Office hours from half-past nine till four; individuals occasionally break down from nervous exhaustion; public may go through department; all offices are in one building; records not required for work of department sent to Archives; some date back to 1759, 254. Most applicants for promotion come to me; some

PEDLEY, F.—*Continued.*

ask frankly to go to Minister; is under Superannuation Act, which is susceptible of a good deal of modification for benefit of service; desirable that persons entering service should be encouraged to remain; desirable to make Superannuation Act a Pension Act for others than the recipients; pension should not die with wage-earner; thinks the number of classes should be reduced in number; at present there are six classes, three classes would be enough, 255. Does not say we could dispense with some of staff if others worked harder; that number of officials is regulated by the requirements, but the number of classes is a theoretical thing made up by government; Indian agents are appointed as others under Civil Service Act are; but with no examinations; nearly all our agents receive a salary now, and no other remuneration; in receiving and transmitting money to Ottawa agents give bonds; some agents have small salaries with little work, while others have larger salaries with work requiring their whole time, 257. Most of teachers for Indian schools have some qualification; Indian language is not taught, but English, in province of Quebec, French; government contributions to Indians are for management, schools, annuities, general expenses, agricultural implements, seed and live stock, not to keep them from starving but to enable them to work for self-support; no truth in rumour that Indians held up Grand Trunk Pacific in connection with purchase of land for terminus, 257. A little more latitude is allowed deputy heads and inspectors in appointing farm instructors; in Manitoba and Northwest destitute Indians are decreasing; these Indians are undergoing a betterment; British Columbia Indian is of a different stripe; we have no treaties with them, yet we give them a little relief; they seldom cross international border; the employees of the department, both inside and outside, should not be treated differently; they are giving equally valuable service and should be made permanent; the inspectors receive their actual living and travelling expenses, 258. Inspectors should be moving around sufficiently to know well their inspectorates; department should demand from inspectors a return from every point inspected; the 10 per cent of the purchase money from sale of Indian lands now amounts to about $180,000; it is supposed that the Indian Department will soon be self-supporting; trust funds of the several bands amount nearly to $5,000,000; the Six Nation Indians pay the running expenses of the superintendency out of their own band funds; this band has a capital of nearly $1,000,000, is settled in and around Brantford, and will soon be no longer a charge on Federal treasury, 259. Northwest Indians are establishing trust funds, we sell the lands for them and after making usual deductions, fund the balance for their benefit; an exact record of everything and of every Indian under treaty is kept; we act as a surrogate court for them; trust funds as a rule go to the support of a medical officer and their schools; the department is the fourth largest spending department, handling about $6,000,000 or $7,000,000 every year; bands in Ontario, Manitoba, Saskatchewan and Alberta are under treaty; the maritime provinces, Quebec and British Columbia are not, 260. Indians still hold their own in numbers; advantage in having a treaty; Indians of British Columbia have received their allotment of lands; they knew where to get the best land and chose it, 261. Practically all bands in Manitoba and Northwest have been settled on reserves; regard Esquimaux as Indians; by the end of this year a treaty will be made with Indians, rounding off the two new provinces, thus practically almost all the Indians in the Dominion now have treaty rights or have lands set apart for their use, 262.

Return of officers and employees for the year ended June 30, 1906, 263.

PELLETIER, P. A., Letter Carrier, Quebec Post Office, 940.

Number of letters on hand after first round is very small, if a house to which a letter is addressed is closed it is kept till next morning and then delivered; if a registered letter, takes it to post office before returning home; we work about two hours a day longer in winter than in summer, by reason of trains being late, greater amount of darkness; in summer 9½ hours, in winter 11½; there are five or six letter carriers doing clerks' work in the post office, but have no uniforms or car tickets; they have a less wage and do higher class of work, 940. A letter carrier's highest salary is $2.25 a day for six days; his district was changed before Christmas, a man in office fell sick, another was put in his place, and witness replaced the latter; change is sometimes made as a punishment; on one occasion only in his knowledge a letter carrier was made a clerk; was first made superintendent of letter carriers and then made a clerk, 941. Passed Qualifying examination, but cannot become clerk unless he has influence; their lives are insured in an accident company, but they are charged more than inside clerks because more exposed to accident; therefore they are hampered with this disability, that once a letter carrier always a letter carrier, have to pay more for accident insurance and have to work 9½ to 12 hours daily; this year could not properly dress wife and children, or pay insurance this month, on present salary; can only stop one hole by making another leak, 942.

Memo.: Their salary is not a regular one, but depending on health, accidents, misfortunes in their families requiring absence from duty; they receive from $1.25 to $2.25 a day and lose pay for absence; an old letter carrier, Mr. Victor Houde, after two months' sickness, during which he lost his pay, was in such a state of want that he could not buy the medicines ordered by the doctor nor bread for his family, who were in the utmost poverty; collection was made by fellow letter carriers, which allowed the family to live for a few days, the poor man died leaving a large family having nothing to eat; many other similar cases; since government cut off pay in sickness there are far more deaths, for men are obliged to work when sick to get bread for the family; if in good health and working all the time the salary is not sufficient to put anything aside for rainy days or keep out of debt; witness on account of increased cost of living has every year to go into debt to meet the strictest expenses of his household; cannot give children the education desired; have more responsibilities than clerks in the higher branches; there is no hope of a letter carrier after long years of service reaching a higher class; a faithful letter carrier whose strength is worn out in the service has to carry loads that young men can hardly carry; and will see poverty troubling the last moments of life; they ask for pay during sickness, that salary be increased to $1,200, and be allowed twenty-one days' holidays instead of twelve; witness' monthly account is as follows: expenditure per month, $62.05, salary, $56, deficit monthly, $6.05; in above expenditure are not included clothing, shoes, sickness, doctor, house linen, carpets, crockery, help, schooling or taxes, 944-945.

PENNOCK, WILLIAM HENRY, Clerk, Ottawa Post Office, 815.

Is a first-class clerk in city of Ottawa post office; first appointed in 1878 at $800, and after twenty-nine years is receiving maximum of his class, $1,500; cannot remember number of examinations passed, and now has to pass one every year to retain his rank; is chief of money order and savings branch, and takes in all the money in his office; amount of cash received last year at the city post office was $1,279,717.76; free matter is government correspondence, 815. Postal notes are payable to bearer and are not transferable; a money order can be endorsed and redeemed by banks; our sales of postal notes are about $250 a day, and we keep a month's supply, or $7,500, on hand; these postal

PENNOCK, W. H.—*Continued.*

notes are only given for the sums named on face of them; has custody of these postal notes; they are kept in a vault and witness carries the keys; when absent or on holidays assistant checks over the account and satisfies himself he has got all that is on the books; every month the stock is balanced, 816. Supposes postmaster is really responsible, but witness would be held for it; these postal notes are numbered consecutively and we have also the check letters, that is they are numbered in series; when paid they come back to us to be checked and sent to the department; a postal note payable in Toronto goes back to the department through the city post office; sends a return to Post Office Department of all notes issued by him, they compare the two returns and mark them off; has nothing to do with the adjusting of accounts between the different post offices; we put through our office in a year about $1,279,000; this with value of postal notes, $7,500, of different denominations are kept in vaults; is the sole custodian, amounts checked over once a month by postmaster; we render a daily statement to department of sales of postal notes, issue of money orders and deposits in the savings banks; post office inspector inspects our office twice a year; gets the postal notes from accountant of Post Office Department, 817. He in turn gets them from the American Bank Note Company who print them; they are very much like currency; when they are once signed if a responsible person gets them he can hand them over as cash, if presented by somebody we know; difference between a money order and a postal note is the latter has its value printed on its face, and money order is in blank; accountant issues twenty books with one hundred orders in each; advises superintendent of the daily issue, and advise the post office at which they are payable; so that if a person buys a money order payable in Montreal, we advise that office with a postal note for the value demanded, it needs no further advice; non-accounting offices, where no account is sent to the department, are supplied with postal notes; they issue these reports but send in their cash with the order; denominations of postal notes used to avoid sending cash by mail, 818. Not much chance of money being lost when registered, but often happens that a man receiving registered letter says he only got $5, and man at other end sent $10; commission on postal notes and money orders; in Yukon they charge double commission; can transfer money abroad or to England at same rate; Italians and Austrians appear a thrifty lot and send their spare money this way; money to England is issued in our currency, goes through exchange office; $5 sent to England from here is equal to £1 0s. 7d. there, 819. Does not know who is in charge of International Money Order Exchange, it was formerly in Montreal, now it is here; his office is attached to city post office; as soon as deposit is made the savings bank branch is notified, and it notifies depositor amount received; a pass-book can be presented at any savings bank office, only application for withdrawal has to go to Ottawa; they charge the account and send cheque to postmaster at place of withdrawal; in opening an account a person makes a declaration and makes his signature, states occupation, married or single and other particulars; if there is any doubt or suspicion of withdrawer he must be identified before receiving cheque; in local deposits and withdrawals the cash passes through our hands and is deposited daily to credit of Receiver General, 820. Postage stamps of all denominations are received from chief clerk of postal stamps branch, about $5,000 worth at a time; stamps are verified every day, not the big stock in office, but stock every day in use; taking branch cheques and everything else, the daily deposit in Bank of Montreal runs up to $5,000 or $6,000 a day; cities depositing yearly over $1,000,000, 821. More than half the amount in Winnipeg is in money orders; that is on account of the immigrants; same in

PENNOCK, W. H.—*Continued.*

Vancouver; now while there is this great increase of business throughout Canada, the salaries have remained the same since confederation; for all this work witness only receives $1,500 a year; there is no further promotion possible except in the event of Mr. Bates dying; the scale of $1,500 as maximum for a first-class clerk was made at confederation; could not get the postmastership at Ottawa, or if moved elsewhere the local patronage there would object, 822. Is under the old system of superannuation; if anything happened his family would get nothing; a person entering now comes under the retirement fund; he contributes and four per cent is added to it; there is an unwillingness on the part of young men to enter service on account of small pay on outside service; a person on inside service gets $400 more than a person of same class in the outside service; no one can understand it, and the man outside has far more responsibility; mentioned to Sir Wilfrid a year ago, he said it was the first he had ever heard of it, and would have it righted; young men who have passed Qualifying examination will not enter the service at $400; so they appoint men graded A. at $1.25 a day without having to pass examination; the result is they get a lower class of people; the change was made two years ago, 823. If these men show any ability they are promoted to clerkships on passing a preliminary examination in reading, writing, &c.; it opens the door to filling the outside with an inferior class of employees; and it often happens if these men cannot do the work the experienced clerks have extra work to do; office hours are from 8 a.m. to 6 p.m.; these hours are very disagreeable, especially in winter time; could not do it, had to take turns week about with assistant in coming down at 8 a.m.; we balance our cash at five after rush of work is over, work practically stops then and the money is locked up; up to two years ago the hours were from 9 a.m. to 4 p.m.; one or two people only enter office between hours of 8 and 9 in the morning; but of course as long as the office is open the number will increase; it is the same with the late hours, late people will get in the habit of coming in late, 824. Thinks there would be no difficulty in keeping same hours as the bank; they have to stay till 6 p.m. on Saturdays also; takes his three weeks' holidays; would like to mention the case of the young lady clerks; there are two in the office; the same injustice to people in outside service is apparent here; these lady clerks do responsible work in the office and cannot go higher in outside service than $800, whereas if they were in inside service they could get $1,100; women are certainly not able to handle mail bags, but they are very useful in the money order branch; would like to recommend that they abolish the mode of entrance to outside service without qualifying examination; they will never elevate the service by present means; if you insist upon a high standard of entrance, with corresponding pay, you will get good men in, 825. Suggests following scale of classification of clerks and increase of salary: fourth class to begin at $600 with yearly increase of $50 up to $800; third class to begin at $800 with yearly increase of $50 up to $1,100; second class to begin at $1,100 with yearly increase of $50 up to $1,500; first class to begin at $1,500 with yearly increase of $50 up to $1,900; to meet present conditions increase of ten per cent should be allowed; new rules laid down in regard to leave of absence of newly appointed employees: (1) no leave of absence until after six months of probationary appointment; (2) after six months of permanent appointment, one week of statutory three weeks; (3) after one year of permanent employment, if he has had one week, he may take the remaining two weeks; or the three weeks if he did not take any before; it is recommended that the annual leave to newly appointed employees be granted as follows: that annual leave due an employee be granted within that year, and so on for each year; if clerk is

PENNOCK, W. H.—*Continued.*

appointed during first quarter of year he should receive 75 per cent of annual leave; if appointed during second quarter he should receive 50 per cent of leave; if in third quarter he should receive 25 per cent; that in case of absence through sickness and upon production of a medical certificate to that effect, thinks the salary of the employee should not be withheld, 826.

Memo. of first-class clerks in outside service.—Draws attention to the pay of first-class clerks, outside service, in charge of money order and savings bank business in city post offices; maximum salary is $1,500, same as at confederation, though the work has increased to over $1,000,000 a year; thinks maximum should be increased to $1,900 as in inside service; also a chief clerkship should be made for clerk in charge of money order and savings bank business in cities whose revenue is over $1,000,000; table giving details in cities whose revenue is over $1,000,000, 827.

POPE, JOSEPH, C. M. G., I.S.O., Under Secretary of State, 40.

Under Secretary of State for eleven years; assistant Clerk of the Privy Council for seven years, twenty-eight years in the service; was connected with Behring Sea arbitration, the Alaska Boundary question and the International Commission at Washington in 1898; received $4,000 a year for the last four years; no extras; staff in 1892 was forty and in 1906, thirty-one; the revenue for the department increased from $60,700 to over $95,000, received principally from fees on charters for joint stock companies; a charge of $225 is made on a capital of $100,000, and from that up; a capital of $1,000,000 pays $500, and each additional $1,000,000 pays $100, 40. Revenue is about two and a half times the expenditure; in 1892 expenditure was $37,000 and revenue $6,000, in 1906 revenue was $109,000, with no increase in expenditure, revenue increasing all the time; in fact it is a revenue-producing department, with a net result to the good of $70,000 after paying all expenses; work under Naturalization Act involves much work, with unpronounceable and badly written names; there are two branches, with three chief clerks: the correspondence branch and the registration branch; in 1892 the Board of Civil Service Examiners had a separate organization, staff of several clerks costing $1,600 or $1,800 a year; now the board is administered by this department by two clerks at a cost of $300 or $400 a year; my experience shows that it is not always the most highly educated men who make the best clerks; would not have competitive examinations for the entrance, 41. No difficulty in filling vacancies by promotion; difficulty in getting good men from outside; there is an inordinate number of women entering the service; three women in this department; when women marry they give up their position; the employment of women, with some exceptions, is not desirable as a general principle, for as a rule women claim the rights of men and the privileges of their own sex as well; have never rejected clerks appointed on probation; after probation clerks receive automatically annual increments of $50 a year, 42. For increase of $100 a year a special vote of parliament is required; does not interfere with the Civil Service Examiners at all; statute says board shall be administered by the Secretary of State; never re-employs a man who has resigned; does not believe in present system of promotion examinations at all; when a man enters the service his promotion should be largely in the hands of the deputy; would be better if appointed by the Minister on the report of the deputy head, 43. Approves of transfers, but with concurrence of ministers of both departments; in the advancement of clerks with respect to rank or salaries, the deputy should have a greater say than at present; would be better for the department and should be well understood by the clerks that the deputy is the man they have to deal with;

POPE, J.—Continued.

practice now is that all get the increase who are not undeserving; it should be that no one should get it who is not deserving; deputies should be given larger powers with adequate salary, 44. Deputy should be at liberty, in the case of an exceptionally clever young fellow, to start him at $800 or $700 if he deserves it; section 56 allows you to suspend annual increment for misconduct; has in rare instances been compelled to advise suspension and stop salary during suspension, but has never taken away clerk's annual increment; with sanction of Minister interprets three weeks' holidays as including twenty-one working days: some clerks' hours of labour are longer than from nine to four, such clerks need a good rest; would insist on clerks taking their holidays, 45. Statute says 'deputy may, in absence of Minister suspend, words 'in absence of deputy minister' should be eliminated; Interpretation Act says 'head of a department includes the deputy,' and if those words were struck out the deputy could suspend at any time; for security of clerk would have an order in council for dismissal, because we hold office during pleasure; all without exception sign attendance book, which is closed at 10 o'clock; clerks work till the work is done, with one hour and a half for luncheon; as a rule office is open from 9 in the morning till 6 at night; is working under old Superannuation Act; those appointed since 1897 have an abatement from their salary but no superannuation; thinks it is very unfortunate and unjust to those who have entered service since 1897; thinks service has suffered greatly in consequence; many good men have left because of no superannuation, and many are being held in the service for the sake of superannuation which they expect, otherwise they would leave service to-morrow, 46. Sooner the Superannuation Act is restored the better; new appointees feel aggrieved that old officials have superannuation and they have none; thinks that the superannuation system should not only be restored but improved; many men here in a military capacity, if these are superannuated they draw their pension, if they die their widow and each child up to a certain age draw an allowance; civil servants have no such advantage if they die, their widows and children derive no advantage from the moneys they have contributed to superannuation fund; the Militia Act being enacted since Superannuation was abolished; number and salaries of clerical staff; under Naturalization Act in year 1906, 10,778 names of naturalized subjects were registered, classified, indexed, and returns filed for reference; under Ticket of Leave Act some 600 applications were dealt with in 1906; 294 tickets being granted, 47.

Memorandum: Would refer to desirableness of establishing a more systematic mode of dealing with *external affairs* of Dominion; it is a misapprehension to suppose that such matters are dealt with by this department; Secretary of State is primarily and principally the official mouthpiece of the Governor General in respect to *Canadian affairs;* is the channel of communication between Dominion government and the provinces, as Colonial Secretary is of the colonies; all communications he receives for transmission to England or a foreign country are forwarded by him to the Governor General, requesting him to transmit same to destination, &c., such communications relate to domestic matters; much, however, bears upon *external affairs,* such as our relations with foreign countries, Behring Sea Seal question, the Alaska Boundary, the Atlantic fisheries, &c., or questions, though within the empire which extend beyond the bounds of the Dominion, as the difference with Newfoundland over the boundary of Labrador; in such case the Colonial Minister addresses a despatch to Governor General, and by him sent to Privy Council or Cabinet, who sends it to Minister interested, who replies in form of a report to Privy Council; who if they approve advise that a copy

POPE, J.—*Continued.*

of the minute be sent to the Secretary of State for Colonies for information of His Majesty's government; thus far no uniformity of system or continuity of plan; practical result of system in vogue is that in no department is there to-day any complete record of such correspondence; it will soon be too late to change the system; even non it would be an extremely difficult task to obtain a complete record of any international question with which Canada has been concerned during the last fifty years; for instance, we would not know to-day in what department we could obtain information as to the ownership of the Island of San Juan; would suggest that all despatches relating to *external affairs* be referred to one department whose officials would be in close touch with other departments when to draw the raw material for their work; but the digesting of this information and its presentation in diplomatic form should rest with them, through, of course, the same channels as at present; no wish to change in that regard; every effort should be made to collect from the beginning all papers bearing on the questions indicated from offices of Governor General, Privy Council, the various departments, and from foreign and colonial offices; if not begun now it will be too late; the few men thoroughly conversant with these questions are growing old, and so far as I know will leave no successors; much information will thus be lost; would recommend that a staff of young men, well educated and select be attached to the department and specially trained in the knowledge and treatment of these subjects; such department could be under supervision of Secretary of State, whose department could be divided into two branches, one for Canadian and one for *external affairs,* 48-50.

POST OFFICE DEPARTMENT.—See *Coulter,* 773.

Belleville officials.—Jones, 1011.

Bridgeburg.—O'Connor, 1050.

Hamilton.—Guy, 960, 974. Harper, 989. Rolston, 983.

London.—Empey, 960, 976. Carrother, 1021.

Montreal.—Anderson, 915. Barcelo, 851. Beauchamp, 893. Callaghan, 893. Candlish, 914. Chillas, 894. Clerimont, 904. Coffey, 887. Fleming, 892. Giroux, 882. Jacques, 883. Lallier, 907. Lamadeleine, 916. Leblanc, 912.

Ottawa.—Allen, 799. Dupuis, 827. Fagan, 841. Pennock, 815. Purcell, 788. Ross, 847. Rowan, 829. Spenard, 837.

Quebec.—Aujé, 937. Battle, 948. Boulet, 938. Bolduc, 957. Evanturel, 953. Jobin, 928. Kindellan, 954. Lane, 946. McNaughton, 924. Pelletier, 940. Simard, 929. Talbot, 917. Vezina, 953.

Toronto.—Adams, 986. Ball, 988. Boddy, 1013. Clark, 1009. Carter, 1032. Crate, 1019. Davies, 1019. Fraser, 1018. Hammond, 985. Hartley, 993. Henderson, 1029. Jessop, 1003. Leak, 984. Manhard, 962. Mankey, 985. McMordie, 960. Reed, 1045. Ross, 1035. Sweetman, 1026.

Winnipeg.—Benzie, 1053. Dixon, 1059. Sutton, 1060. Wood, 1055.

Memorials.—City post offices, 805, 859, 950, 952, 1017, 1024, 1047. International Money Order Exchange, 829. Inspectors' offices, 902, 906, 1028. Letter carriers, 849, 886, 944, 966, 975, 977, 979, 982, 1052, 1056. Railway mail clerks, 793, 914, 923, 926, 932, 997, 1008, 1061.

POTTINGER, DAVID, I.S.O.

Hands in statements; for year ending June 30, 1906, $4,923,000 were paid in salaries; salaries vary from $150 to $6,000 a year; about 400 subordinate officers all recommended by members or influential persons; they pass no

POTTINGER, D.—*Continued.*

Civil Service examination, but the head of the office gives them a test as to their fitness, 1240. If not fit he tries to get rid of them; if he had more efficient men he could do with fewer; offices at Moncton are not overmanned; no stock registers and no board of directors; the work for a railway company does not require a very large staff; but there is the red tape of the government including the Finance Department, the Auditor General's Department, to look after, which other railways have not; Mr. Shannon is controller and treasurer; no great changes made except in the mode of keeping the accounts, 1241. An application book is kept; have twenty-seven different branches of the service at Moncton; in the offices the clerks are permanent, but in track department there are temporary employees; the pay of most of the higher grade officials compared with the Canadian Pacific Railway and Grand Trunk Railway, is very much less; the pay of other companies is higher because our men leave to go there; some cannot go as families, houses, relatives make it inconvenient for them to go, 1242. There are forty-three outside offices belonging to the traffic department and are used for securing business; a man in Ottawa going to Chatham, N.B., would go to Grand Trunk office and buy a through ticket; has four district superintendents over the four railway districts; officers were originally appointed on recommendation but now promotions are made according to a contract with the Telegrapher's Order; in transferring a despatcher from one district to another the affair is regulated by the schedule and are taken away from the political class; if a vacancy occurs it has to be 'advertised' by telegraph to all stations and the senior man who applies gets it, provided railway officials think he is competent, 1243. Rules were made between the railway people and the men; these rules and schedules have increased the pay of the men; in August there were 1,059 employees on whole line; the statements do not include the Prince Edward Island Railway, which is practically another district of the Intercolonial Railway in everything except capital account, 1244. All the breakmen, baggagemasters, yardmasters and conductors have their societies; if a brakeman is wanted he is recommended by the member, he is then soon got hold of by the union; union has never said anything about taking on new men; promotions are kept within the district; cannot be overmanned in the train service, as the men are only paid when they work; there are four shops; at Moncton there are 424 men in the offices and 1,083 in the shops, also track employees, 1245. Intercolonial Railway runs through twenty-nine counties in Quebec, New Brunswick and Nova Scotia; the demand for mechanics outstrips the supply; has power to secure the services of mechanics coming out as immigrants if they were needed; the Moncton shops are considered to belong to the whole line, and not merely to the county in which they are situated, the employees are brought from other counties; station masters, telegraph operators and baggagemen are paid monthly, porters by the day; if a station master's position were vacant, it would be 'advertised' over telegraph line and senior applicant who was qualified would get it; telegraphing is one of the principal duties a station master at a small station has to perform, 1246. Junior employees are learning all the work of a station on the railway; always many applications for vacancies, even from a man at an inferior station for a more lucrative one; moving expenses are paid; most stations have residences attached to them and considered part of pay; the schedule shows that where there is no residence an additional amount is paid in lieu of rent and fuel; the Intercolonial Railway is divided into sections running up into the hundreds, six miles to a section; the mileage of the Intercolonial Railway is 1,500 miles, in each section is a foreman and two trackmen; the number of trackmen required is regulated by the engineer

POTTINGER, D.—*Continued.*

of maintenance; can employ temporary men and dismiss them when no longer required, 1247. A very large number of men were employed in Truro last August, not on account of vacancy in Colchester though; August is one of the busiest months; the temporary men employed on the track are usually farmers in the neighbourhood; often the same men are taken on as extra men year after year; they have small farms, get through their work quick; district includes city of Halifax, where there is a good deal of work going on, enlarging the yard, also at Truro, that is why the number of men is greater at those places than in other districts, 1248. The employment of a larger number of men in certain places is simply due to the wants of the locality, not to pending by-election; spends about $5,000,000 a year in wages and yet are not overmanned; higher employees are all paid less in proportion to the other railways; but ordinary employees receive about the same; in purchasing stores the general storekeeper sends out circulars to the different persons in the trade recommended by members in regard to ties and lumber, posters are put out all along the railway and everybody can tender, the larger works are advertised in the newspapers for tenders, 1249. Tenders for coal are called from all companies in Nova Scotia and New Brunswick, and generally get a price below the lowest tender; the offers sent in by the principal coal dealers are the same in price; the other railways keep their business to themselves, nor do they publish their transactions; on the Intercolonial Railway every 5 cents is published in the Auditor General; publicity may be good sometimes; about 500,000 tons of coal are burnt yearly, costing $3 a ton; does not know if other large consumers get coal any cheaper; about $1,500,000 is spent annually on coal; there is no coal on hand now, generally try to have about 100,000 tons on hand in the fall; the Springhill mines strike affected our supply, 1250. Thinks the government pays more for the coal than it should, difficult to better it; pays duty now on coal, the policy of all governments has been that when an article is produced in the country to count the duty, if imported, add price of duty to it to compare with local price; posters for ties are put out every year in August or September for public tender; prices will be higher this year; the other railways also buy ties in the eastern provinces; castings are got by tender; circulars are sent out by general storekeeper to iron founders in the locality, and lowest tender is accepted for one year, if satisfactory contract extended, 1251. The prices of general stores fluctuate very much, and in contracting for a year the contractor or the railway might lose, and it is difficult to hold a contractor if he is losing money; we believe our credit is good, that merchants will sell us stuff in small quantities at wholesale prices; the locomotives are supplied by the Canadian firms, 1252. The supply is always called for by tender; rolling stock is called for by circular; no locomotives are got now from the old country; for lumber, posters are put up at all stations on the railway; the rough lumber is required for the repair and erection of buildings, also for rebuilding and repairing cars; thinks they get the lumber, ties, and castings as cheaply as they ought; under Act passed last year establishing a retirement fund 103 men have been retired; government contribute to the fund the same amount as the men, not exceeding $100,000 a year, the men contributing 1½ per cent of monthly salaries; has been in operation about seven months, 1253. On retiring a man receives 1½ per cent of the average monthly pay for eight years before retirement; if a man's pay is reduced, the reduced price is not considered in granting allowance, but the pay before reduction; Act provides that in no case shall monthly allowance be less than $20; fund is managed by a board of the employees, the general manager is ex officio a

POTTINGER, D.—*Continued.*

member of the board and chairman; the Minister appoints two members from the officers and the men the other two, making a board of five members; rules were primarily drawn up by the employees and officials of the railway and revised at Ottawa; draft Act went through hands of lawyers and actuaries; 103 have retired under the fund at their own request; a man is not retired before sixty years of age unless disabled, or physically or mentally incapacitated, 1254. About 100 more it is desirable to let go; this being the first year there are naturally more retirements; if not able to retire all who ask some must wait till funds are sufficient; most of those retired will have to be replaced; men at seventy or seventy-five can look after a crossing, or be a watchman as well as young men at twenty; in getting rid of some men by retirement the fund will tend to economy; is certainly in favour of system; doctors are appointed by the board, 1255. Applicants for retirement are sometimes sent a distance from their homes for medical examination; Act applies to all who are considered permanent employees, labourers, clerks, &c., 1256. Sends statements showing number of employees, permanent or temporary, with salaries paid; also statement showing various grades of salaries paid to officers in the several services, 1256, 1257, 1258, 1259.

POWELL, J. B., Collector Inland Revenue, Guelph, 396.

Has been thirty-four years collector of inland revenue at Guelph; Mr. Kenning is inspector of this division; with regard to 'duty-pay' one case especially, Berlin, where collections average $100,000 a year, there is only one officer there who does his work satisfactorily; revenue of Guelph division is about $700,000; six men in Seagram's distillery; in this division there are six malt-houses, seven breweries, eight cigar factories and three large bonded warehouses; duties on Seagram's whisky are collected in the divisions to which it is removed; total volume of business is not really represented by collections; thinks the per diem allowance when travelling is a better system than the present one; exigencies of travel entail expenditures which cannot very well be put in, especially with relieving officers who feel that allowance for board does not by any means cover personal expenses; officers in this district are occasionally removed to other districts, being allowed transportation and personal expenses, 397. Including a week; board for family; thinks it would be more beneficial to have frequent changes.

PRIVY COUNCIL.—See *Boudreau*, 1063. *Bennetts*, 1065.

PUBLIC HEALTH.—See *Montizambert*, 1071. *Pagé*, 1082.

PUBLIC PRINTING AND STATIONERY, DEPARTMENT OF.—See evidence of:

Deputy minister.—Dawson, Dr., 585.

Employees.—Belanger, 594. Clendinnen, 617. Firth, 615. Larden, 612, 614. Munro, 605. Pearce, 611. Shipman, 600. Trowbridge, 609.

Memorials.—Proof-readers, 598. Foremen's Association, 608. Employees Protective Association, 618.

PUBLIC WORKS, DEPARTMENT OF.—See *Gobeil*, 1088.

Guelph officials.—McLeod, 1180.

Magdalen Islands.—LeBourdais, 1171.

Montreal.—Berthiaume, 1152. Chenier, 1150. Desjardins, 1148. Dutrisac, 1150, 1154. McClanagan, 1153. Renaud, 1154. Rochon, 1154. Royer, 1153. Trudeau, 1151. Vadeboncœur, 1151.

PUBLIC WORKS, DEPARTMENT OF—*Continued.*

Ottawa.—Beaulieu, 1120. Dugal, 1136. Graham, 1134. Hill, 1143. MacDonald, 1114, 1122. Mahon, 1127. O'Meara, 1110. St. Pierre, 1119. Smith, 1124. Thompson, 1133. Whalen, 1137. Wensley, 1128.

Poupore.—Gorman, 1170.

Quebec.—Beland, 1155. Decary, 1159. Kennedy, 1157. Roy, 1165. Samson, 1166.

Toronto.—Cassidy, 1173, 1176. Enright, 1172. Eustace, 1179. Gribble, 1176. Jones, 1176. Letray, 1175. Murphy, 1174, 1178.

Memorials.—1123, 1150.

PURCELL, JOHN, Railway Mail Clerk, Ottawa, 788.

Is a railway mail clerk since 1888, receives now $1,000 and mileage, and is out four days a week, his run is from Pembroke to Ottawa and return, 105 miles each way; is on work two days and one day off; is on this run for ten years; there are nearly fifty railway clerks in Ottawa division under one superintendent; a controller is the only officer above the superintendent; about 450 mail clerks altogether under the one controller; highest pay a railway mail clerk gets is $1,200 and mileage, 788. On run between Toronto and Ottawa there is a man leaving at night from each end, and they run right through in pairs; on a run like the Ottawa and Fort William where a man has to sort for every railway post office and post offices of cities and towns, a good deal of headwork is required; the older a man is the more the jarring and vibration of the train affect him, very few living to be superannuated; thinks the English system of changing from outside to inside service is beneficial to the state and the men, 789. Under present system there is no hope of a man getting any promotion; for being constantly on the road their nerves are shattered and they become unfit, at an early age, for public service; is supposed to get three weeks' holidays, but to get them has to double up time; a man has to know every post office in Ontario and to do 90 per cent of distribution correctly; all sorting of mail is done on cars, except through bags; in 1903 the scale was changed, classes abolished and $240 added to maximum; complains that mail car being next to engine is much harder to ride in, would like it further back, 790. Cannot sort the mail sitting down; one is all the time making up mail bags and taking in mails, sorting newspapers and h ndling registered matter; at present there is a dearth of candidates for vacancies in railway mail service; does not think restoration of Superannuation Act would encourage men to remain in service; witness was in wreck, saved most of mail but lost his own clothes, but received no recompense, 791. Does not know whether any annuity was ever given to a widow of a railway mail clerk killed on duty; there is no provision made for widows or dependent young children, it is at the option of government; no system of government insurance on our lives; only labourers at $1.50 a day are doing the work of railway mail clerks; they are a very poor class, 92.

RAILWAYS AND CANALS, DEPARTMENT OF.—See *Butler,* 1181.

Intercolonial Railway.—Pottinger, 1240.

Lachine Canal.—Bourgouin, 1224. Brunet, J., 1237. Brunet, J. B., 1238. Cousineau, 1239. David, 1237. Duchesne, 1221. Drolet, 1214. Geoffrion, 1223. Giroux, 1212. Paradis, 1222. S. L. Denis, 1221. Thesseault, 1230.

Welland Canal.—Hillman, 1239.

Memorials.—Railways and Canals, Lachine, 1215.

REED, ALEXANDER H., Messenger, Railway Mail Service, Toronto, 1045.

Was appointed messenger fourteen months after entrance in 1902, passing examination in November of that year; received $1.25, now $1.75 a day; complains of delay in his appointment which kept him back in his advances, also that he is doing the work of three departments, the railway mail service, the dead letter and post office inspector's departments, all are on same floor; office hours 8 a.m. to 5 p.m.; receives about $550 a year less 5 per cent for retirement fund; or about $10 a week, not enough to keep up his home on; has to handle valuables, registered letters and valuables, government money to and from bank, also does a good deal of secret service work, 1045. Works on holidays but not on Sundays; did not know on entering what the salary would be; did not think it would be a boy's pay; his predecessor was getting $12 a week, 1046.

REGISTRAR OF TRADE MARKS, &c.—See *Memorials, Agriculture, &c.*

REID, M. P., Keeper at Penitentiary, 569.

If prisoners were doubled up Kingston would hold 800 or 900, 564. At time Act came into force the Minister appointed certain officers and the warden appointed the guards, 568. Difference between keeper and guard; there is a limit to number of persons entering penitentiary; they are shown the buildings, but would not come in contact with prisoners; has been in service ten years; salary $700; the keeping of the gate is considered a responsible position, 569. Always on the *qui vive;* prisoners seldom escape; cites one case; keepers suffer the same as the guards as to disabilities, 570. Presents statement of M. J. Kennedy, messenger; was removed from his quarters at west gate, the house was tumbling down, this man was one of the few that did not receive any increase of pay under last Act, still there is no better man in the service; recalled: is thirty-six years of age; was appointed under new Act to new position of gatekeeper and armourer, is responsible for the arms, and for everything going in and out of prison; as keepers go off the guards get promotion in point of seniority, which means an additional $100 a year, and upon retirement an increased gratuity based on salary, 571. In many cases criminals on release go back to place of conviction and are soon sent back to us, 575.

RENAUD, OSCAR, Elevator Man, City Post Office, Montreal, 1154.

Submits case of elevator man working from 7.30 a.m. to 7 p.m.; there are three, and are paid $50 a month each; last man appointed on elevator receives $60; took up 2,987 persons in elevator in six hours; they run the passenger elevator and do more work in one day than freight elevator men do in two weeks, and should have 25 per cent higher salary than they; both elevator men, passenger and freight receive same pay, $50, 1154.

RIDOUT, J. G., Assistant Receiver General's Office, Toronto.

Produces memo. from Mr. Creighton, assistant receiver general; was appointed in 1872; a teller in Bank of Commerce was wanted, the previous teller left suddenly, parents being in Toronto; entered service at twenty-seven years of age, three persons composing staff; in connection with office had a savings bank branch, which being found unnecessary was abolished two years ago; there are only four in office now, 216. Entered at $800, receiving now $1,700; Mr. Creighton, a very capable man, succeeded Mr. Campbell; Mr. Creighton was financial critic for Opposition in local House, 217. Clerks at various places get different salaries; is not aware Mr. Kane passed any examination; receives $600 a year; no chance of promotion as in the banks; holi-

RIDOUT, J. G.—*Continued.*

days three weeks, during which we relieve each other; inspectors come from Ottawa; they count the bags of gold and weigh them; count also the bags of silver, which are as they came from the mint, 218. They count the copper and the notes; mutilate the notes by gouging out the signatures with a chisel; once a note is not fit for circulation it is destroyed; the $1 and $2 notes are signed at Ottawa; the big notes, $500, $5,000, are signed by an officer from Ottawa, they are not trusted through the express company; our work greatly enlarged by increase of branch banks, 219. Larger portion of our work is from notes taken in by large stores and railways put up in one hundred notes at a time; if an error in counting is found it is reported to the store or railway; bankers say it is our business to sort notes, and we say it is not; we say if you have too many notes for issue we will exchange for large notes; if you have many unfit for circulation we will redeem them; it is marvellous what becomes of coppers from children's savings banks; we do not take in any coppers; big stores take from us many coppers; there is a shortage of small silver just now, particularly ten cent pieces, 220. We are frequently asked to take in the small silver from the banks; we do not always take it, but send them orders from other banks; present circulation of small notes, ones and twos, is about fourteen millions, 221.

RILEY, CAPTAIN JONES, Superintendent of Pilots, Montreal, 682.

Went to sea in 1856; in August, 1878, engaged in marine insurance business, when he returned four years ago and got government position; is superintendent of pilots, examiner of masters and mates, and director of Nautical College; district extends from Montreal to Quebec; reports examination papers to chief examiner at Ottawa; gets no salary as examiner or as director of Nautical College; lectures each year; government took over the pilotage in 1894, was first superintendent at salary of $1,600; keeps record of superannuated pilots; pilots when under control of Harbour Commissioners accumulated a fund out of which they are superannuated as they become old, 682. $63,997.75 to the credit of the pilots' pension fund: the shipping interests are taxed for pilotage of this district; the different lines select their own pilots; those not selected are called 'tour de role' men, and take their turn; some pilots earn as much as $3,000, others as low as $240; pilots can only enter at sixteen; they apply with parents' consent, send certificate of physical ability from family physician; baptismal register; certificate showing their fitness in sight and hearing; must speak English and French; must serve as apprentices for five years; ten senior apprentices are selected in rotation to form the 'ten select list' who go in the big ships with branch pilots and learn to handle the big vessels; when a vacancy occurs those who have served five years or more are examined; after passing examination they still continue on roll of selected apprentices and are not branched until there are vacancies in regular roll of fifty; *Bavarian* was not stranded in this district, was a case of gross carelessness, for which the captain is as much responsible as the pilot, because having a pilot on board does not relieve the captain of responsibility, 683. Every case of stranding is investigated, and witness is called upon to act as assessor without remuneration; more beneficial to fine pilots if guilty, if they are regular line pilots they are reduced to 'tour de role' men and fined as well; in case of drunkenness or gross incapacity they are dismissed; it is better to discipline the educated men you have than to try to get new ones; after dismissal they are never reinstated; for all his work witness gets $1,600, same as at his appointment; man must serve as mate for twelve calendar months before he gets a master's certificate; a pension fund is certainly desirable for the service generally and for the

Ross, GEORGE—*Continued.*

tion; paying 'grade' men by the day was adopted not with view of stopping pay for absence, but to promote regularity of attendance and steady application to duty from day to day; formerly when not under 'grade' pay, but yearly salary men did not feel obliged to observe regularity in performance of duty required by the public; carriers knowing they would receive their pay did not report for duty on the plea of slight indisposition; also notice of inability to take duty just in advance of hour set for commencement of delivery, was sent to the office, thus throwing on management the responsibility of rearranging or subdividing a route for a substitute at short notice; would not be to interest of public to revert to old system; simulation of disease—malingering—is an old story and difficult to detect, many instances of medical certificates granted that men were ill, though proved afterwards that examination had been negligent, and indispositions were result of overdose of stimulants; this, however, is not the rule, but in majority of cases doctors do their duty; medical profession is becoming overcrowded, and holding their clientele more difficult, yet some are found even in the medical profession, desiring to hold their clientele yield to temptation to sign a paper to please the malingering employee on his statements as to symptoms, &c., without serious examination; nearly all cases are detected later on; the old saying 'an ounce of prevention is worth a pound of cure,' and the withholding of pay has solved the problem of dealing with malingering employees; policy of department in dealing with each case of illness on its merits was adopted in best interests of the public, and its success justifies its continuance; it is still the privilege of department to grant full pay to deserving carrier in every genuine illness of any duration, and there are many instances on record of carriers even under 'grade' system being thus paid, 1040. There is no discrimination against letter carriers in dealing differently with them and other classes; the special cases of the letter carriers demand special treatment, the work cannot go on by default, even a single delivery; each 'route' or 'walk' must be represented by a carrier acquainted with the arrangements of those residing on it; some wish mail matter delivered at one door, others at another, some in boxes, others personal delivery; thus a temporary substitute cannot give satisfaction, and must make many mistakes, and takes a longer time to effect delivery; the same conditions do not exist on 'inside' service, where if a clerk absents himself his work falls on his associates for a time; but there are instances where pay of these clerks has been withheld; yearly pay-sheets show that during 1905-6 only $4,542.80 was deducted for absence from entire staff of carriers, under the 'grade' system, or an average of $8.33 per man; the Act rather favours the men, that besides the two weeks' leave of absence with pay, each carrier is granted an additional leave of absence with pay of ten days, or a bonus of $2 for each day of additional leave; the carrier having option of pay or bonus; the latter ten days given with the object of allowing the carriers day 'to come and go on,' to compensate for occasional absences; amount paid in cash bonuses 1905-6, was $8,754.24, or $4,211.44 in excess of deductions for absences; the carriers gain instead of losing by present policy; they are more punctual in reporting for duty, and are giving the public a more efficient service; with reference to the 'sick pay' of the carriers the present policy be continued; every effort is made to give an 'eight-hour day' but cannot fix a hard and fast rule, the aim is to give a prompt and effective service where free-delivery is in operation; service should be elastic, to be adapted to the irregularity of train and steamboat connections, 1041. Pay for overtime cannot be entertained; public demand an early delivery; 'routing up' or arranging mail in order of delivery is now done as much as possible by night work to relieve

Ross, George—*Continued.*

carrier from too early morning arrival; nor can a later hour for beginning day be considered; thinks the comparisons of carriers with unskilled labourers should not be made, as many of carriers are unfitted for heavy manual labour, or as policeman or fireman, doubts if 7 per cent of carriers would be physically equal to task; thinks also that 75 per cent of carriers would not be employed by employers of labour, with their present pay and allowance of clothing, boots, street car fare, and holidays; among letter carriers all trades are represented by one or another; then why did they leave their former employment to enter service; either they were misfits or the wages were not as good as that paid by department; in other trades hour wages may be higher, but there is no broken time, 1042. Gives details of pay and physical requirements of Toronto police and firemen; carriers' uniform and boots save a great outlay on the part of the men; in addition to above, $180 yearly is given to men as living allowances in Winnipeg, Calgary, Edmonton, Vancouver and Victoria; has considered question long and carefully and concludes it would be in the interests of the service and the public to grant a reasonable increase of pay to carriers and all employees in the same graded class, as follows: grade 'A,' $1.75 a day subject to probation of one month; grade 'B,' $2 a day for eleven months; grade 'C,' $2.25 a day for one year; grade 'D,' $2.50 a day for one year; grade 'E,' $2.75 a day for one year; above scale granted by increased cost of living, as well as past good conduct; but considers that no radical change in policy of department is warranted; also that salaries of clerks in city post offices, as stampers and sorters, be on appointment $500, with annual increase of $50 up to $600; gives scale recommended for salaries of fourth, third, second and first-class clerks, 1043. For messengers, packers, porters, carriers, mail transfer agents, box collectors of inside or outside division and paid according to 2 Edw. viii c. 28, shall be paid: grade 'A,' per day $1.75; grade 'B,' $2; grade 'C,' $2.25; grade 'D,' $2.50; grade 'E,' $2.75; in grade 'A' on month probation period; in offices with revenue of $100,000 a superintendent of letter carriers may be appointed at $900 with increases of $50 up to $1,000; in offices with revenue of $500,000 assistant postmaster's salary $2,000, with increases of $100 to $2,600; provision should be made in Act transferring carrier to clerkship and vice versa; and conditions under which it could be carried out; every branch of service should be within reach of any civil servant with requisite ability, industry and push; merit alone being password for promotion; the Superannuation Act should be restored; it was a great incentive to good men to remain in the service, giving department benefit of experience and knowledge, knowing that after a term of years they would receive superannuation at an amount which would, with economy, enable them to live in comparative comfort, 1044.

Ross, James W., Letter Carrier, Ottawa Post Office, 847.

Has been in service seventeen years; since his entrance has received the Irishman's promotion; on entrance had passed the Qualifying examination; worked as a letter carrier for twelve years, was then put inside to do clerk's work; did not want to go inside, but obeyed and asked to be made a clerk, but never got it; when new Bill came in took benefit of it, got $2.25 a day, but lost his free boots and free rides on the cars; has no black mark against him, nor been suspended; has asked both Mr. Coulter and Mr. Bates about being appointed clerk, but nothing has been done; is married, with a family; has a house of his own, but government should not take advantage of what a man has, if he gives his labour honestly and truly he ought to be paid for it; Mr. Warwicker claims that letter carriers who have studied their duties and

Ross, J. W.—*Continued.*

out from table how many dollars he would have to pay; the advice of every are acquainted with the work of the branch make better men for inside than by bringing in outside clerks; it would take a man from outside two years to do work of sorting efficiently, 847. Is competent to do clerk's work, having been a school teacher for nine years; thinks twenty-five years long enough service before retirement; must have served thirty-five years to get full retiring allowance, which is seven-tenths of our salary; thinks he would have been better off if he had not entered the service; went into it because at the time was troubled with rheumatism and wanted to work in the open air as letter carrier, 848. The work seventeen years ago was far easier than now, and more carriers in proportion to do the work; could not have stood the work then if it had been as heavy as now; failed in first examination and tried a second time and passed, 849.

Ross, W. L., Temporary Excise Officer, Montreal (letter), 321.

In service seven years, a widower with five children, and cannot afford a servant; expenses monthly $83.39, receives small monthly salary of $41.66; impossible to make both ends meet without other employment; asks sufficient salary to live on; if found satisfactory in his present position that he be made permanent, 321.

Rowan, Walter, Superintendent, Money Order Branch, Ottawa, 829.

Is superintendent of the money order branch of Post Office Department, has been in service thirty-three years; receives now $2,150; money order business has trebled during last few years; advices of money orders issued on a foreign country are sent to Ottawa to be converted into the money of the country in which they are payable; if money is for Italy it is converted into francs; then it is listed into the lists which give the whole particulars, the number of the order, place of issue, name and residence of payee, name of remittee; Italian department selects place of payment; full address of person to whom payable is given and they make it payable at most convenient office, 829. Each individual order is thus listed; Canadian order does not go to the foreign country, but a new order is issued at international money order exchange office in Italy; but to start again and make up the list at Ottawa for Germany say; there are two columns for money, one is for dollars and cents, the other for marks and pfennings, the two columns are added up and the total is converted at table rate, if individual calculations are correctly made they agree; another clerk also goes over the figures to check the first; this money order exchange was started in Montreal in 1883; then all orders went to Montreal; branch was brought to Ottawa last November because at Montreal at Christmas time office was always overcrowded, business would get two or three days behind, now it can be watched every day and help obtained from the money order branch, 830. 'International Money Order Exchange' is a term used in United States; does not think it is used in England; all foreign work is done in comptroller's office in London; only in one case in his memory has an error occurred, the slip accompanying the advice giving all the information had been detached from the one it belonged to and attached to another, and thus the clerk made the order payable to wrong person; every clerk working on foreign list is responsible; Mr. Larivière, who is responsible for rest, was a second-class clerk in Montreal and made a first-class clerk here, 831. Suppose a man in Montreal wishes to send money to Germany, he goes to the regular money order office, pays his money and gets his receipt, the advice containing the particulars of the order is retained here; the money order is written right there in the post office; the money is collected there; if you said you wanted to remit so many marks, you find

ROWAN, WALTER—*Continued.*

foreign money order is sent up to Ottawa; he gets his receipt which says it is payable there; on receipt money has been changed into foreign currency; Post Office Department of Canada has made an arrangement with these foreign countries, and we have to abide by the convention; a convention is made with each country and signed by the Postmaster General here and Director General of Posts in the different countries, 832. Every three years all the nations of the world meet together in postal conference; they arrange about international despatch of money orders, &c.; all are parties to the agreement; there is sometimes a special agreement with individual countries, like Canada and United States, these two countries have a special arrangement; in settling with foreign countries, we deduct our credit from theirs and the balance is paid by the High Commissioner for Canada in England; all who signed this memorial are new people appointed here in Ottawa; thinks $600 is only a fair wage in the beginning, 833. Thinks a man cannot live like a respectable man on $400 a year; and that $600 should be the minimum; two women are employed, but the hours are too long, from 9 a.m. to 6 or 7 p.m.; the work is very heavy, as fifty men were at work from November to first of January, 834. Office is on fourth floor in post office; the staff are under witness, but they are on the Ottawa city post office pay-list, as they were previously on Montreal local pay-list; does not want them on the inside service, but it is advisable to have them at Ottawa to carry on work promptly; took on any one at Christmas who could write a decent hand and add up figures; recommended by politicians; these people are examined as to their qualifications for the permanent positions, but not for temporary positions, 835. There is the same rush of work in New York at Christmas, extra hands are engaged till work slackens down; on coming in at $400 one must pass Qaulifying examination, the law allowing them an increase of $50 a year; a promotion is supposed to take in the judgment of the superior officer, who makes a report on the qualification of a man; still does not believe that a young man should start off at too high a salary; a start of $600 with the opportunity of going to $800 would be satisfactory; these men on money order exchange are not regarded as esteemed foreigners but as part of the city post office staff, 836.

ROY, CHARLES E., Inspector of Weights and Measures, Quebec, 369.

Present district includes twenty-one counties and city of Quebec; nine assistant inspectors, seven permanent and two recent appointments not; salary $1,400 since July last year; officers travel year round except in December, January, February and March, being expensive to travel in winter time, 369. Assistant inspectors receive only actual cost of travelling; in some cases they inspect annually, in others every two years; inspector on going into an establishment ascertains capacity of scale, the work is stopped, all scales inspected, and then given certificates; on first inspection scales are marked, then every two years certificate given not to destroy scale; one scale factory in Quebec visited every day; some scales are brought in Quebec from outside; in a place like Bic or Cacouna law provides that scales without being inspected may be sent by the Intercolonial Railway or by boat, a merchant being allowed to use scale till next visit of inspector; scales are stamped before leaving Fairbanks' Company; if any were found unmarked are reported to department, 370. Has been increase of inspectors in proportion to increase of work; scale of salaries fixed by Act in 1872, and no increase of salaries for thirty-five years; now salaries should be increased in proportion to increased cost of living; in some places there is a deficit, in others a surplus, 371.

ROY, GEORGE, Chief Inspector of Hides, Quebec, 1275.

Presents memo. supporting compulsory inspection of hides; is the only inspector at a fixed salary, others paid five cents a hide and cuttings; assistants can make $250 or $300 a week; no revenue for government; acts as judge; seven cents a hide is charged in Quebec; is chief inspector for whole Dominion; was appointed in 1897; position created at request of tanners; was formerly a tanner; has had no increase of salary since appointment; salary not worth as much to him now as when appointed on account of increased cost of living; travels a good deal in Quebec, visits tanneries at London, Toronto, Montreal, &c., 1275. On travel he receives bare expenses; visits localities in city of Quebec four or five times a week; does not visit outside of province unless requested by government; requests same salary as inspectors of grain, having more responsibility than they; has no assistant in office, reports yearly to Ottawa; incloses memoranda regarding hide and leather trade, 1276.

Memo. regarding hide and leather trade.—Canada produces from 2,500,000 to 3,000,000 large green hides a year of a value of from $15,000,000 to $18,000,000; amount increases 60 or 70 per cent when tanned and finished into leather; advantages of good inspection to parties interested are from 1 to 1½ cents a pound; cannot have uniform inspection without chief inspector's interference; a tanner on a carload of 40,000 pounds weight of hides wrongly inspected may lose from $100 to $600, for bad classification, and matter of all kinds put on hides to increase weight; in places from 60 to 70 per cent of hides that could have been of best quality are classed as No. 2 and No. 3 on account of knife cuts; in Montreal and Toronto they produce from fifteen to eighteen carloads of hides per week, and through good inspection they get the highest prices; fresh hides, weighed by inspector are cured with salt only, when not officially inspected, sand and other weighty matter is added to salt for extra weight; hides well cured give tanner from 5 to 12 per cent more weight in leather; often goes to tannery to see hides weighed; green hides are the raw material necessary to supply the largest industry existing in Canada; there are about 500 important tanneries in Canada; his position is one of great importance, but salary is not in proportion, in fact less than other chief inspectors; grain inspector at Winnipeg gets $5,000.96; at Fort William, $3,449.92; at Montreal, $3,000; local hide inspector at Montreal makes $5,000 a year, the one at Toronto a like amount; his expenses have doubled on account of high price of living, 1277-1278.

ROY, JEAN, Caretaker, Post Office, Quebec, 1165.

Salary of $700; has to pay his charwoman $300; does his work at night; has quarters, also fuel and light in the building; without the help of his relations could not live on present salary; thinks $500 a year net would be reasonable pay, 1165.

ROYAL NORTHWEST MOUNTED POLICE.—See *White*, 761.

ROYER AND CROCHETIÈRE, Mrs., Charwomen, Montreal (letter), 1153.

Petition for an increase of wages on account of great cost of living in Montreal; they receive now 75 cents a day and ask for $1.25; one of them has been charwoman for nineteen years, the other about ten years, in the post office building, 1153.

SAMSON, A., Dockmaster at Lévis Graving Dock, 1166.

Has been for eight years dockmaster at Lévis; started at $1,000, now $1,500; has built about fifty vessels; Lévis is a modern dock in good condition; more vessels enter now than formerly; the dock pays its own way; has a chief

SAMSON, A.—*Continued.*

engineer, assistant engineer, fireman, messenger, clerk, two carpenters and a labourer; gets prices of coal from merchants and submits them to chief engineer; thinks he ought to get a little more salary, 1166. The same as his predecessor, $2,000; gets nothing but his salary; time is fully occupied on the dock; in winter repairs the slips, pontoons, houses, engines and boilers, cut away ice; dock is practically open for seven months in the year; staff is not too large; chief engineer, fireman, watchman, the clerk and witness are paid by the year; when tides are high can take in vessels drawing from 22 to 23 feet, 1167. Does not think it desirable to take in the government vessels at Quebec for repairs rather than a large steamer of the Richelieu Company; cannot get men at same pay as formerly; wishes to mention the case of chief engineer, who is only getting $75 a month, has been in the service twenty-four years; he is a first-class man, 1168. Would get $100 a month outside; second engineer, besides being a mechanical man only gets $60 a month; could act as an engineer on a ship going across the ocean, getting $70 a month; fireman gets $40 a month, should get $45, 1169.

Letter: Further remarks: Mr. McDougall, first engineer, worked first for government in 1877 as engineer of lifting barge, later transferred to graving dock in 1886, his salary from 1877 to 1893 was $50, and from 1893 to now, $75; is a first-class engineer, with great amount of work and increased cost of living $100 would only be fair for a man like him; Despres, second engineer, began at $45, two years later received $60; has to work night and day, without extra time; is a good machinist; can get from $80 to $85 at the cartridge factory, Quebec; Lemelin left last year as he could not live on the $40 a month he was receiving; his successor, C. Bourassa, hopes to get $50 soon; thinks all employees placed by official letter should get reasonable salary to save something, as they are not in the pension fund, 1170.

SCOTT, THOMAS, Collector of Customs at Winnipeg, Man., 175.

Twenty years collector; revenue over $4,000,000; had a salary of $3,000 with free house, fuel, light, &c., now receives $4,000; could earn more outside; salary limited; if revenue amounted to $40,000,000 salary would not vary; there are seventy-eight officers at Winnipeg, or whom forty are permanent; rest are permanent temporaries during good behaviour; surveyor appointed two years ago, put over the heads of others, 175. Mr. Thompson is the principal officer, and is acquainted with the management and working of the port; all the officers were appointed without examination; when another officer is required application is made to Ottawa, a man is sent and put to work; beginning on the temporary list at $800; during last two years these employees have been getting an annual increase, but no sum is fixed; sum is arranged each year at Ottawa; the Act does not give annual increments to outside customs officers; of the appropriation granted last year Winnipeg received about $8,000, 176. Lost, three years ago, the best men we had on account of salary question; has not lost any since then; Mr. Eadie was appointed appraiser two years ago, was formerly preventive officer at $1,200; preventive office is a misnomer; extra pay is allowed for extra service; they get 30 cents an hour for overtime ,177. Men do not consider 30 cents an hour any emolument for overtime; if we had more competent men we could do better work with fewer men; men feel there is nothing to look forward to having no retiring allowance; Inspector Young examines our office whenever he likes; in the appointment of officers the member exercises the patronage with consent of executive committee, 178, 179.

SECRETARY OF STATE, DEPARTMENT OF THE.—See *Pope*.

SHEPPARD, N. B., Clerk, Interior Department, 492.

Is a clerk in the lands patent branch, wishes to become permanent and an increase of salary; such is also the impression of all the draughtsmen in the topographical surveys office, 492 Was a surveyor for several years; desires vacancy caused by resignation of E. W. Hubbell; his qualifications for the position; is now preparing descriptions in the Dominion lands patent branch, 493. Prepares patents for homesteads, sales, special grants, in fact all patents except railway lands; topographical surveys branch is under control of surveyor general; was transferred from surveyor general's office to take charge of the fiats and descriptions in connection with the patents in the head office; thinks there are others in the service as long, who desire salary of $2,000 and permanency, 494. Once conducted a party in the field in province of Quebec on a cadastral survey; having the position that was left vacant would like to have salary attached to it; seventy or eighty people in the lands patent branch, most of whom are permanent; a greater number of temporaries should be made permanent, 495. Many got positions through a circular which was sent to certain colleges and universities asking them to lay before the students the proposition to enter government service under certain conditions; some of the people who did not pass the examinations of Dominion land surveyors have not had any experience outside of what they have gained in the office; those who have been appointed within the last two or three years or so are suppposed to be graduates of some technical school or university; the term draughtsman is a general term used in the branch, 496. Low salaries in the lithographing branch; but some getting very low salaries did very good draughting work; one man getting $300 a year in department a few years ago now receives outside for a coal company $1,500; is doing same work as E. W. Hubbell, who was paid as a surveyor; difficult to keep young men, no prospects for a young man, 497. Should be some difference in classification of those clerks a long time in the service and those recently appointed; there are some employees twenty-four years in service, though not professional men are much more capable for certain work than professional men; besides the actual preparation of the descriptions there is a great deal of other work involved; has four clerks and the work has so increased that staff is not sufficient, 498.

Memo. as to bettering his position both as to classification and salary: Entered topographical branch in 1883, employed there till 1903; early in 1903 position of technical officer in charge of preparation of the descriptions for the patents of land becoming vacant; chief clerk sought a substitute and on recommending himself was gladly accepted; he got the position not the salary, since then the work has doubled, does more work than his predecessor, yet only receives $1,550; during these twenty-four years has never been made permanent, and considering his poor prospects, the increased cost of living, thinks he should rank as a first-class clerk at salary of $2,000 a year; the work requires special knowledge and is of a responsible character, 499.

SHERWOOD, LT.-COL. A. P., Commissioner of Dominion Police, 548.

Has been commissioner of Dominion police for twenty-two years, and three years superintendent before that; has charge of public buildings, distinguished visitors, &c.; salary $3,000; has forty-eight men under him; two inspectors, four sergeants, twelve first-class constables, nine second-class, seven third-class, balance are fourth-class; has charge also of leased buildings; men divided into watches of eight hours, three men cover the twenty-four hours and service is perpetual; buildings all open to public from 8.30 a.m. till 6.15 p.m., 548. Has trouble from petty thieving, not much from loafers; from

SHERWOOD, LT.-COL. A. P.—*Continued.*

6 p.m. till 8.30 a.m. all doors are shut, no one can enter without a pass from his deputy; a permanent pass includes all chief officials, and a periodical pass for a day or week; a book is kept in which exact time every one enters and leaves is recorded; during day any one can enter; was in England at War Office but could not pass door without card; at Washington public admitted up to two o'clock, 549. Speaking of petty thefts from buildings, it would be well to adopt system in Washington, that any one going out a building with a parcel should have it checked; some authority should be given with regard to closing doors; a sort of commission to regulate these buildings, 530. Charwomen are under our control, they come at 6.30, get the keys from officer at door and return them when done; constable on duty opens door for clerks, who begin to arrive at 8.30; besides care of buildings, there is work in criminal cases, e.g., against the currency, and all sorts of post office offences; also in looking after fugitive offenders and arrest them; if in secret service information is wanted, it is in our discretion to buy it; has authority to employ detectives, but usually use our own men; has just detected case of fraud in connection with Fruit Marks Act; is at service of all departments; also prevents sale of intoxicants to Indians or post office burglaries, and ticket of leave, 551. Ticket-of-leave system is working well, with few abuses, percentage of people falling back is very small; states pay of men on force; requires the best of men, good moral character, good habits, and physically strong, to stand extremes of temperatures and draughts in doorways, &c.; men occasionally leave to better themselves; Chamberlain likely to become chief constable at Vancouver, had attained as high a position as he could here, was twenty-two years on force, and was a really good man, none better, 552 There is no pension for men; Chamberlain would never have left the service if he thought a Pension Act was to come into force; was getting $3.25 a day; gives a list of officers who resigned or died in service and what gratuity each got; no special ability is required for a sergeant, 553. Chamberlain looked after secret service work, was twenty-two years in service and was on all the important cases for years; requires a peculiar type of man for a detective, he must know when to speak, when to be silent, always affable and firm when necessary; during night men patrol all the buildings from top to bottom; one of our duties to prevent fire and our men have charge of all fire appliances; to test them and record date of test; men are instructed in use of fire apparatus, 554. An accumulation of petty offences leads to dismissal; slightest infraction of duty leads to a reprimand, if infraction grows more important it leads to loss of pay and may lead to dismissal, 555.

SHIPMAN, J. C., Foreman, Printing Bureau, 600.

Has been in service since the opening of the Bureau in 1889; all foremen have served about the same time, except one appointed a few years ago on the death of the previous foreman; all have gone through the lower ranks, and were made foremen by the King's Printer; some of them came from the former contractors; gist of memorial is that they be made Civil Service clerks; to do so would require an amendment to Civil Service Act; yet there are some clerks employed by the King's Printer who are finally made permanent, 600. Operatives under each foreman in Toronto are on an average twenty-two, in Ottawa 20, whereas in Bureau the average is forty-five, or double the others; responsibility of foreman increases in proportion to the number of employees under him; in his room, the linotype room, the number has more than doubled since 1900; volume of work is so great that they are able to keep the men employed right along; hours of foremen are forty-eight

SHIPMAN, J. C.—*Continued.*

or eight hours a day; time is rigidly kept, especially during sessions when much overtime is required; counted up his overtime last session and it amounted to the equivalent of over eight weeks; gets no pay for that overtime, only two weeks' holidays; if lost time is deducted from holidays equal to your holidays, the holidays are wiped out; but workmen are paid for overtime, but if they are five minutes late they lose an hour; it would take too long to sign an attendance book; there is a check system under which the checks are numbered, each man having his own number, he takes his check from a box and puts it into a receptacle, from which it is taken five minutes after, 601. Mr. Cross is night foreman of the room during session; press-room is small at night, having one pressman and giving him an increased remuneration; he is not classed as a foreman and does not get foreman's wages; submits letters from employing printers at Ottawa, all approving special consideration to foremen, 602, 603. Since 1891 the remuneration of foremen has gone up from $20 to $25; cost of foreman per operative in Toronto $1.10 per week, in Ottawa commercial offices $1.05, in Bureau 55 cents per week; the workmen in Bureau have not increased in number in proportion to the increase of work; during session the surplus of work is covered by putting on a night staff; in the Bureau at Washington the foremen receive forty per cent of the Public Printer's salary, that is $2,000, the Public Printer receiving $4,500; the foremen here receive thirty-two per cent of the salary of the King's Printer; in view of the way foremen are treated in commercial offices, the foremen at Bureau might well be treated as an executive staff and be placed on a permanent basis; their case was presented to the management of the Bureau, who looked favourably on it; they approached the King's Printer last April and again two weeks ago on this subject; he knows they are approaching the commission, and urges them to convince the other people of the advisability of it; he is perfectly willing that it should take place, 604. The King's Printer sees the advantages of our case, but we have to convince the Secretary of State; one advantage would be that the foremen would have a better standing before the men, and could handle them better; have not approached Secretary of State yet but they intend doing so, 605. In the linotype room we have only one firm to buy from, 607.

SIMARD, LOUIS E., Railway Mail Clerk, Quebec Division, 929.

Entered service as letter carrier in 1885; then a clerk in inspector's office, afterwards on recommendation of superior was transferred to the assistant postmastership for eight months, the position was too hard and took again the position of railway mail clerk; his run is from Lévis to Campbellton, 305 miles, starting at 5 p.m. and return at 1 p.m. following day, being about twenty-one hours on duty, and may have to start out again next day; the trip is hard on his nerves; has been seven years on that run, taking about five trips every two weeks; the route though the most paying is the hardest on the health, 929. The position of car next to engine and the smoke are very troublesome; is constantly sorting between stations; does not think the English system changing positions around would be advantageous; has a case examination every year, if one fails he loses annual increment; some runs are longer than others; would be pleased if there were more clerks in the district; and two trips a week would be better for our health; would be well if the postal cars were longer and more suitable; thinks government should have interfered with the cars used on the Atlantic and Lake Superior Railway, there was not a place where a man could wash; thinks government might do more for the comfort of the employees on the cars; presents memo-

ARD, L. E.—*Continued.*

rial; since revision of salaries four years ago the cost of commodities has increased another 30 per cent; would like to see old Superannuation Act restored, and maximum pension paid after twenty-five years' service, 930-931.

ITH, DR., Customs, Windsor, Ont., 152.

The departments having outside officers are the Inland Revenue, the Post Office and Customs; the two first allow annual increases, while in the Customs there are limits for the salaries of the officers; Minister cut the gordian knot by giving each man $100 a year increase; custom-house proper opens at 9 o'clock and closes at 4; if work is to be done clerks remain later; on frontier ports, where trains arrive there is a twelve hours' service, of which two hours are overtime; railroads pay for Sunday service only; steamboats pay for service from six to eight in the morning, and from midnight until two o'clock next morning; but they are granted service free of charge from eight o'clock in the morning until midnight each day; the freight coming in passenger trains is manifested and put in bond; an officer's certificate is required or trains are held; if passenger is with baggage it is supposed to be examined at frontier; if he is not with baggage the officer manifests baggage to its destination, 153. Same men are on duty week about or month about; the the eleemosynary gift of $100 has not produced the greatest efficiency, we should have a minimum and a maximum salary with a statuotry increase; men are leaving service though not in great numbers; thinks the class of men coming in compares favourably with those of former times, 154. Entered service without examination four years ago; if officers were demanded would forward names to department; would presume government would put their friends in; at frontier ports officers have to work ten or twelve hours, two of which are overtime and paid extra; when the extra time is on Sundays railways pay; when overtime comes to $33 or under the department pays it; sometimes extra pay mounts to over that sum, but the men do not receive anything in excess of $33, 155. This we claim is unfair; ferry between Windsor and Detroit; thinks eight hours should constitute a fair day's work for outside officers, three shifts of eight hours each; personally likes the idea of the retirement fund; though in that we are divided in opinion; with regard to the superannuation system there is this point, that the family of a person who dies in the service should receive some benefit, 156. At present a man who is dependent on a salary pays to the fund, and yet when he dies his family gets nothing; in the interest of efficiency all branches of the service should be placed on equal terms; no difference in the matter of appointments; Inland Revenue officer is paid far in excess of our own officers; may be argued that they may come back and pass an examination; but these men did it in their youth and go behind counters and receive their annual increase; but the Customs officer has to walk right out and meet the public; should be entitled to same remuneration as officers in Inland Revenue; both branches are technical; would not object to a practical examination, 157. Is in favour of a continuation of existing retirement fund; only one object in a superannuation fund and that is a man must live to enjoy it; would like to see it extend to himself and possible dependents, 160.

SMITH, GORDON J., Superintendent Six Nations, Brantford (letter), 276.

Cost of living has increased from 25 to 40 per cent; the work of an Indian agent is extremely harassing and requires much tact and great patience, requiring more administrative ability than men engaged in mere clerical duties and should therefore be better paid; Indian Act, chap. 81, R.S.C., 1906, defines

SMITH, GORDON J.—*Continued.*

duties of agent; has large semi-judicial powers, hears appeals from Indian council, acts as justice of the peace in liquor cases, arbitrates and settles disputes and family quarrels, keeps land register, supervises all wills, prepares leases of Indian lands to white men; presides at all meetings of council of chiefs, &c.; is adviser of department affecting interior economy of the reserve; Six Nation reserve is largest in Canada, with population 4,200 and a capital of $881,850; has to attend monthly council lasting sometimes two and three days; about 10,000 acres of whole 43,696 are under government leases to white men; each lease requires an agreement between locatee and lessee; has to collect rents amounting in 1905-6 to $3,471, 276. Has to see that all buildings under loans are insured and the premiums kept paid up; has to distribute $15,000 annuity money; is a barrister and solicitor of many years' standing; has to overlook ten schools, being chairman of Six Nation school board; predecessor appointed in 1902 with salary $1,200, later increased to $1,500 per annum, his clerk $900, present clerk appointed in 1904 at $600 and still at same salary, is an Indian and acts as interpreter; my present salary is only $1,400 and $125 for travelling expenses; has to pay $40 a year for indemnity bond of $20,000; would suggest following increases: superintendent $2,000 and travelling expenses, clerk $900, and stenographer $500, 277.

SMITH, J. OBED, Commissioner of Immigration, Winnipeg, 513.

Is commissioner of immigration, Winnipeg; was formerly in service of Manitoba government; salary $3,000; one of travelling agents of department accompanies the immigrants to Winnipeg, he gets on train at Ottawa; no medical man is attached to the train, but there is one in Winnipeg; system of medical inspection; there is generally one surgeon and probably an assistant on board, and from 2,000 to 3,000 immigrants, 513. Voyage is made in a week, it is manifestly plain that it is a physical impossibility to make an examination as you would like; there is seldom a train arrives during rush season without a case of measles, there is a special ward in the hospital for that disease, there is such close contact in the trains the wonder is that we have not more infectious diseases; Dr. Pagé is hurried in his inspection by the transportation companies and by the immigrants themselves, 514. Cites case of a man sent out by a society in England for southern Alberta, tuberculosis was suspected, the man passed good examinations by doctors, was found afterwards apparently all right, four days afterwards he was brought to the hospital having galloping consumption and died within twenty-two days after leaving Quebec; Dr. Pagé stated there had been a microscopical examination of sputum, &c.; have always more places than we have men to supply; our agents are posted all the time winter and summer; have 300 or 400 officials in the west, 515. If immigrant having passed medical inspection at Winnipeg has to go further west he is often accompanied and located on the farm, then if we receive no complaints we presume everything is all right; last winter we had to patrol middle of Saskatchewan 175 miles from railway, had men out there in stormy period looking for any one in distress; had to team cordwood and provisions 75 miles; had to bring a whole family into Battleford to the hospital, 516. It is immigrant's fault if he is not paid wages when season is over; they are instructed when they go out there if you cannot get your wages go to the justice of the peace; we have people out west to meet arrivals from continental Europe; department is opposed to forming communities; these foreigners bring in more money now than formerly and are a better class of people, 517. We have a trust account, settlers entrust *their money to* us until they are finally located, they do not feel safe with it,

SMITH, J. O.—*Continued.*

fund amounts at times to $3,000 or $4,000; cost of steerage ticket from Winnipeg to Liverpool; we try to satisfy new-comers who induce others to come 518. Scores of stonemasons, bricklayers and stonecutters leave in the fall because their work is done till winter is over; they have been receiving 60 to 65 cents an hour for their work and they save enough in three weeks to pay their passage to England and back; civil servants cannot do that; the lowest pay we give our officers is $2 a day; all are temporary employees; all men who travel have uniforms with brass buttons and official caps; every train that comes into Winnipeg from west is boarded by one of our officers in uniform, catechises the passengers, 519. Sometimes passengers do not like the catechism; we do not mind a man being poor if he is healthy and able to work; if a man is in bad luck and needs provisions or wood we give it to him; certain boards of guardians in England are allowed to emigrate children to Canada, subject to inspection not paid for by Canadian government, but bill is sent on to England; if inspector finds children are well looked after he leaves them, if not he takes them right away; we have some Barnardo boys out west, but there are always places for them, 520. Thinks these officers should come under general memorial presented; the outside temporary man has nobody to fight his battles in parliament; our outside agents have some grievances as officials in Winnipeg; our officers of the outside service are not classified under Civil Service Act; over 2,000 officials west of Lake Superior, bankers and others, have increased salaries; railway companies have also given increases to their employees during the last three years; cost of living far greater in Winnipeg than in Ottawa, Toronto or Montreal; regrets there is no provisional allowance, 521. Whereas in all other classes of work wages not only in the west but all over Canada have been increased, the salaries of civil servants have remained stationary; may state there are at least 1,000,000 people to-day west of Lake Superior; agrees with Dr. Barrett as to superannuation; politics has not played a conspicuous part in appointments, because we have got to have men who are skilled; appointments are made with a view rather to efficiency than to political proclivities, 522. Vast sums of money have been paid out on account of immigration, and not directly traceable to the service for the year in which they were paid; the western country is growing so rapidly that it is almost impossible for us to keep pace with requirements of the service; asks consideration for all branches of public service in the west, 523. Suggests that commission procure a copy of a report of last meeting of Grand Trunk Railway at London; new arrivals feel when they come here that they are among friends, 524.

SMITH, NELSON, Foreman, Electrical Staff, Public Works Department Ottawa, 1124.

Foreman of electrical staff, i.e., elevators and their operation, wiring, motors, &c.; has twenty-five men under him, sixteen of whom are on elevators; has been two years in the service; was previously electrician for Montreal Light, Heat and Power Company; receives $1,100 salary; was also an electrician in Alexandria, 1124. The work here is quite different from outside, having to handle current varying from 2,000 down to 110 volts; work hours from 7 a.m. to 5 p.m., during session some have to be on duty all night; the Ottawa Electric Company supply the current; has nothing to do with the bells; have to be ready at all hours when called upon; thinks Montreal a cheaper city to live in than Ottawa; the elevator staff is a different line altogether from the other members of the electrical branch, they know nothing about the current or the size of wire or their capacity, they simply run the elevator and if out

SMITH, NELSON—*Continued.*

of order the others have to fix it, 1125. His predecessor was transferred to Western Block, to chief architect's branch; when vacancies occur they expect promotion; has under his control 12,000 lights, has to look after all these lights and motors in all departmental buildings, including Rideau Hall; when there are functions there one man from the staff goes down there and remains after midnight without pay, 1126.

SPEAR, W. J., Secretary of Officers of British Columbia Ports.—See *Memorials, Vancouver, &c.*

SPENARD, AMABLE EMERY, Letter Carrier, Ottawa, 837.

Is a letter carrier, and reads memo.; there are two classes of salaries attached to the letter carriers' branch; there is what is called the old Bill which applies to those who come under Civil Service Act, with a minimum of $360 a year up to maximum of $600 with yearly increase of $50; the latest is $1.25 a day for probationary period of three months; and on appointment as a permanent employee the carrier is paid $1.50 a day for two years; then he gets $1.75 for next two, and for another two years $2, is the maximum; except for efficiency and good conduct one may get $2.25; men are never paid for Sunday work, 837. A staff of five men works every Sunday, taking turns about; but those on the per diem allowance are paid for every day they work; though under the old Bill, witness after fifteen years' service never got a cheque for more than $48.25 a month; a man requires to be at work at 6.30 in the morning if he wants to get through with his work and give efficient service; if train is on time one should leave office at eight o'clock; the trip round lasts on an average about three hours; returns after dinner for second trip at 12.30, and for third trip at 3.45; in all about nine hours steady work a day, 838. As city and population increase more letter carriers are appointed; all have to pass the Preliminary examination; and must have political recommendation; they receive one summer suit; an overcoat and winter tunics every second year, two pairs of boots, 839. Though paid a per diem allowance it is steady work as long as conduct is good; those under the old Bill receive three weeks leave of absence, and those under new Bill receive twelve working days and two Sundays; for absence beyond these times pay is deducted; if politics were excluded a better class of men could be secured, but the greatest drawback is the small pay at the beginning; witness is leaving to become assessor for city of Ottawa; could not pay life insurance or educate his children at present salary, 840. The staff is inferior to what it used to be; convenient to have both languages; to be a good letter carrier one must have good mental intelligence; before leaving office the letter carrier has to pay to the office the insufficient postage of letters and collect it from owners of the letters or lose it; if letter cannot be delivered you get credit for insufficient postage and letter is sent to dead letter office; in case of accident or pleurisy, would like that everybody be placed under the yearly allowance instead of per diem allowance, because in the case of those who are under the old Bill and Civil Service Act a doctor's certificate will guarantee wages during sickness, while if on the per diem allowance you get nothing; the effect is that under the new Bill if you are not at work you cannot expect anything, except if you have not used your holidays, 841. But if a man has to keep his holidays until end of the year in order to ensure himself against possible sickness and he falls sick, it means he gets no holidays at all, and is compelled to work all the year round without the rest so essential to a carrier; the new system of the per diem allowance came in in 1901; under new Bill they reach the maximum quicker *than formerly;* once a letter carrier always a letter carrier; thinks that if

SPENARD, A. E.—*Continued.*

one is an exceptional man and doing good work he should be able to pass from grade to grade to the top, and have the privilege of being promoted to clerkships upon recommendation of postmaster and passing an examination on duties of office alone; there is on the staff now a man who has passed an examination as to the duties of office on the same question paper as the second or third-class clerks have passed, so that man is good enough for promotion, 842. Many have left the service and are getting better salaries; some of the new-comers are efficient and stay in the service, but they are not contented; a few are content because they are too young and not well educated enough to take positions outside, nor have they ever earned $1.25 or $1.50 a day, so they think it a good position and remain, 843. Never drew more than $48.25 a month, or $50 less 3½ per cent superannuation; expects on leaving to get a few months with pay, but has no reason to ask for money retained for superannuation; has already subscribed $196 to the fund without interest; when living alone paid $11 a month rent; now rents a larger house and rents rooms, which if all are rented brings in $40 a month, 844.

STAFFORD, J. P., Immigration Office, Quebec, 511.

Receives $1,000 a year, has been fourteen years in the service, came in at $900, got increase in May last; claims to be an expert on immigration; speaks two languages, was connected with passenger business formerly; if there is to be an increase all round, expects to get it also; was told by superintendent last spring not to say anything about salaries, or we might as well resign; this is his grievance, that he is considered a good employee, there being no bad marks against him, and is kept for so many years at $900, 512.

STEIN, L., Immigration Office, Quebec, 511.

Chief clerk, Civil Service Act says minimum pay shall be $2,000, does not ask $2,000, though his predecessor, Mr. Doré, forty years ago had $1,900 and agent had $2,400; then there were two steamers a week and arrivals about 6,000 for the season, whereas now they are 114,000; receives now $1,400; has been a chief clerk since 1874; on entering service received $1,000 thirty-four years ago; expects as chief clerk to get $1,800; could live better ten or fifteen years ago on $1,000 than now on $1,500; pays $35 rent for same house he used to get for $14 a month, 512.

STRATTON, W. C., District Inspector and Inspector Bonded Factories, Toronto, 392.

A bonded factory is one where material is used upon which there was originally a duty; operations are all conducted with object of preventing spirits from going into use for potable purposes; must be in all about thirty or fifty bonded factories in Dominion; visits them about once a year, 391. has been inspector since 1900, was formerly acting inspector; has been thirty-six years in service; inspectors receive merely actual expenses when travelling; no inducement to travel; is also district inspector for weights and measures office and for the gas and electric light office and receives no salary for such duties; in this district there are two branches of weights and measures; three branches with respect to gas, 392.

SUTTON, FRANK R., Winnipeg Post Office (letter), 1060.

Is one of lowest paid officials in postal branch; has salary of $400 with usual allowance, less five per cent for retirement fund; pays $25 a month for rent, leaving $21 to provide fuel, light, food and clothing for wife and children; has no longer at his disposal any private means; makes his case public as a

SUTTON, FRANK R.—*Continued.*

means of saving others from disclosure; the problem of how to live decently has really become acute; last two years has had heavy expenses with doctors, nurses' fees and medicines; has merely touched on a few of the disadvantages under which he lives, 1060.

SWEETNAM, G. B., Clerk, Toronto Post Office Inspector's Office, 1026.

Two assistants, one first-class, three second-class and three third-class clerks; produces memorandum; inspector's staff here is composed of experts grown up in the service; annual statutory increase is $50; was made a first-class clerk last year; gets now a salary of $1,300; was sixteen years in grade below; would like to speak of case of late Geo. Thos. Gurnett, who was head of second class for twenty-two years without increase; never got promotion, as only one first-class clerk was allowed; he had a family of seven, did not leave a dollar or carry a dollar of insurance; widow will get two months' gratuity of $196, while he paid over $700 into superannuation fund; witness thinks widow should get this $700, but under existing circumstances it cannot be done, 1026. Conditions of living here are higher than elsewhere, especially rent; price of commodities has increased 64 per cent; should be placed on same basis as inside clerks as they do the same work and have equal intelligence; Civil Service to-day is not attractive; dubs come in who soon will be our first and second-class clerks; two lady typewriters in office working from nine till four, 1027.

See *Memorials*, 1028.

ST. AMANT, J. B., Quebec Customs Office, 144.

On permanent list since 1904; recently received increase, when we pass examination should get increase each year and be paid more than a messenger, 144. To get an increase one must get recommendation of a politician, experience is against applying through local collector, 145.

ST. DENIS, MR., Lockmaster, Lachine Canal, 1221.

Has been eleven years in the service; is working under the same conditions as Mr. Giroux, and has same grievances, 1221.

ST. LAURENT, ALFRED, Montreal Customs Staff, 131.

In express department, looking after parcels and collecting duties; passed examination for appraiser; was in hardware line; brought in as expert, 131. Was appraiser at post office, appraising every parcel; hardware in shape of tools pass through post office; sent to express department to deliver parcels; been ten years in Customs department, 132.

ST. PIERRE, BRUNO, Clerk, Marine and Fisheries, Ottawa, 658.

Was appointed in 1905 a temporary clerk at $600; had ten years' experience; applied for a first-class clerkship and received a third, 658. Acted as assistant secretary to International Waterways Commission at $50 a month; was considered a first-class stenographer and typewriter; was promised a first-class clerkship by Mr. Préfontaine before he went to Europe; was named a third-class clerk by Mr. Templeman, so he has three examinations to pass before becoming a first-class clerk; now acts as secretary to the chief examiner of masters and mates, the superintendent of marine schools, and superintendent of government wireless stations, 659. Refers to paragraph in petition.

Memo. of above clerk: (1) has had ten years' experience as telegraph operator, bookkeeper, stenographer and typewriter operator in both languages; (2) has

ST. PIERRE, BRUNO—*Continued.*

acquired valuable experience in the mercantile, political, professional and municipal world of both provinces; (3) in 1905 entered service on strength of a promise of higher appointment; (4) has passed Civil Service examination in 1905; (5) his work has been highly appreciated and very satisfactory; (6) has lately filed application for vacant first-class position and was promised recognition; (7) unknown to himself was appointed by order in council third-class clerk at same salary; (8) recommends that all members of Civil Service be treated as 'free men' and consulted in anything which may affect their status in the service; (9) those passing in optional subjects are more entitled to consideration than the ordinary man, as they are more useful and competent; (10) after two and a half years' service is remunerated on same basis as a newly-appointed 'former stableman,' and must suffer the prejudice of the unjust treatment of the questionable competency of a high-handed class of officials ,660-661.

ST. PIERRE, W. L., representing Mechanical and Labouring Branches, Public Works Department, 1119.

Speaks on behalf of one Edward Gorman, acting as stock-keeper, yet is only paid $1.50 a day; he minds the tools and all the materials for construction of thirty-five or forty men and makes a yearly report, he is not a mechanic but he is a practical man filling the place of one who would get $3.50 or $4 a day, 1119. Every foreman has an assistant who is paid $3.25 or $3.50 a day; Mr. Gorman is not a mechanic, so they refuse to pay him more than $1.50 a day; this is a special case and a great injustice; wrote to department once or twice and they say he is not a mechanic; submits to the commission that this man is not being rightly dealt with; he is not called on to do any mechanical work; does not understand why he should be paid for work he does not perform, while he is not paid for work he does perform, 1120.

TALBOT, OCTAVE Z., Superintendent Railway Mail Service, Quebec District, 917.

Thirty-two years in the service; began at bottom with $400, passed through all grades up to present at $1,800; passed examinations for appointment and for promotion; twenty-two years on train as mail clerk; ran on every route in Quebec district, found that his nerves suffered; examines the mail clerks in this district, of whom there are fifty-five; seven or eight are temporary, three or four others are called labourers receiving $1.50 a day; on entering with the status of labourer they sign a document to present themselves at first case examinations; after passing, are reported to Ottawa, then appointed probationary mail clerks on six months' probation at $400, and later receive mileage; there are many applications for position of mail clerk; a man entering at $1.50 a day works under very poor conditions, he is put on the poorest routes, away all night and has to pay for supper, bed and breakfast out of $1.50; many of these leave to better themselves; they are appointed by order in council at Ottawa; knows they are all appointed by political influence; they are not as efficient as formerly; a good clever man easily betters himself outside, 917-918. Thinks mail clerks on entering service should receive $800 and rise to $1,600; all clerks very much prefer the system of superannuation; a man's constitution gives out very soon; is strongly of opinion that Superannuation Act should also make some provision for family if clerk fails to pass case examination, the addition to his salary is stopped; thinks some provision should be made whereby a disabled mail clerk should be retired, 919. Thinks in future no man should be appointed as a labourer, the system is a failure; his mind is on the obligation to pass the Civil Service examination instead of learning his duties; such a man has not had the

TALBOT, O. Z.—*Continued.*

necessary education, and the examination so far as the mail clerk is concerned is quite different from what it should be; the young men applying generally have only a common school education; thinks there is no possibility of a man living on $1.50 a day; thinks it would be better to adopt the English system of moving the clerks around; a man on returning from a trip goes to the office, looks at order book or book of instruction, or list of officers; that book gives every man his duties for the week; he also signs a book that he has been on duty, 920. The men as much as possible are kept on the same route, beginning on a poor route, then later promoted to a better or more paying route, a route with mileage, e.g., there is a route from Lévis to Campbellton, 305 miles; a man leaves Quebec at 5 p.m. and returns at noon following day, having got a cent a mile for every mile travelled between 8 p.m. and 8 a.m.; but such a man lays off at least a day and two nights; this constant travelling and standing in the car certainly injures a person's health, strongly recommends that the habit of placing car next to engine be given up, for the shaking of the car in that position is double what it is in any other part of the train; another difficulty with car next engine is that when stopping at stations the mail car may be many yards from platform, so the clerk in his shirt sleeves in winter has often to tramp through snow and rain to deliver and receive the mail bags; on a long route there is often an accommodation car; orders were given years ago not to have any kind of bunk or bed put in a car; they may at times sit on a stool or on the mail bags, 921. Thinks the best position for the mail car is behind the second-class passenger car; no arrangement for accident insurance, and the Post Office Department has notified its employees that in case of accidents, that their claim be made against railway company; would suggest the appointment of a railway mail clerk inspector; would recommend that the Railway Commission be appointed to inquire into the suitability and durability of the railway mail cars, 922.

THESSEAULT, J. A., Collector of Canal Tolls, Lachine, 1230.

There is another office at west end of canal, besides Mr. Bourgoin's office, does same kind of work though not so much, salary $1,000; has one assistant; at Lachine the Ottawa and St. Lawrence join and that is the reason there is an office there; scows or steamers get their pass at Mr. Bourgoin's office and report again at the other office, 1230. Their manifest is on their pass; there are lots of vessels that take cargo in the canal after passing Mr. Bourgoin's office or they do not go as far as his office; canal runs from Montreal to Lachine; all boats coming down the rapids above Lachine give in their manifests and we issue a 'Let pass' wherever they come from; this office gets the cargoes entering at Lachine and going eastward, and cargoes entering at Lachine and going westward; the timber business at Lachine adds to the work; has one assistant with whom he divides the twenty-four hours' work, 1231. Assistant gets $700; entered service on recommendation of members; has had no increase in salary; the salary is the same as it was thirty years ago; vessels do not vary very much in number, but in size; they pass just as other vessels at all hours, 1232. Presents memorial concerning wages; in summer time canal is closed only on Sundays from 6 a.m. to 9 p.m.; after September it is open all the time; when the timber business at Lachine are doing a big business it gives a great deal more work; the timber is brought down in rafts to Lachine and from there as required by the mills; the lumber is stored in the government basins at Lachine, for which storage is paid; All that is sawn is called lumber, if not sawn it is called timber, 1234. the timber stored in the Lachine basins comes from the Upper Ottawa, 1233. Timber from Ottawa comes through the canal, it would not stand the rapids;

THORBURN, DR. J.—*Continued.*

other building large enough; if Commons not large enough to seat the candidates sufficiently apart then we use the Senate, 14. Dr. Glashan had assistants to superintend; examinations at Toronto were held in the 'Forum Hall'; we get one testimonial as to the moral character of a candidate, in England they get three; would be safer to increase the number of testimonials; a certificate of age is also demanded, obtained generally from the parish register or by a declaration sworn to by the candidate; practice of 'cramming' is growing; a candidate who has 'crammed' is apt to forget as quickly as he learns, 15. Our questions are generally of such a character as to test the general knowledge of the candidate; has been a pretty steady increase of university graduates presenting themselves since 1889; some probably for transcontinental surveys; thinks the examination papers are no harder than in the beginning; sets the questions for penmanship, English grammar, English composition and typewriting; Dr. Glashan sets the questions for orthography, arithmetic, transcription and bookkeeping; Dr. DeCelles sets the questions for geography, history, stenography and French grammar, 16. Students are examined in the history of Great Britain, France and Canada, but not on the sciences nor geology; papers are stiffer than the entrance papers for high schools and collegiate institutes, they cover more ground; thinks Qualifying papers are sufficient to test the average intelligence of a beginner; sample paper of geography given, which if answered correctly shows a person is pretty well informed in regard to the physical features of Canada, 17. Cases of personation are dealt with by the 14th section of Civil Service Act; have recommended that cases of personation be handed over to Department of Justice; many cases of personation; one case in Toronto described in full, 18. Entrance examination hours are from nine to twelve in the morning; candidates are not allowed to take out their examination papers; papers must be handed in before a candidate leaves the room, 19. Prepares papers, also Dr. Glashan and Dr. DeCelles; these are sent to the Bureau and printed; one case of information being obtained at Bureau before Dr. Dawson had charge of Bureau; formerly Mr. Lesueur himself used to go down and supervise the work, but Dr. Dawson considered it a reflection on his men, 20. Tetreau case cited; candidates are examined by numbers, names are not known, nor are they allowed to appear on the paper; an applicant to write at an examination must apply in his own name, forwarding a certificate from some prominent person, a clergyman or a justice of the peace, as to his character, 21. Copying unfortunately is very prevalent; would not like to say that students taboo one who is found guilty of such practice; in promotion examinations a French Canadian can demand to have the papers in his own language; in the process of translation there should be no chance of a candidate obtaining knowledge of the papers; cites cases where sub-examiners had acted as 'coaches' to candidates previous to the examination, 22. Would not be advisable to vary the existing practice of the same examiners going to the same places every time, for Dr. Glashan could not well get away, as he is inspector of public schools here; a system of competitive examinations would be more satisfactory to the government; have always had that idea, 23. Desirable to have competitive examinations and getting the best man you can for the position; in England application is made when vacancy occurs to the chairman of board, who sends a candidate who has passed to the department; politics being entirely eliminated; would be a relief to ministers here, for weak candidates frequently get the position because they are backed up by friends, members of parliament, or members of their church; was formerly librarian in the Geological Survey; records valuable in case of opening up a new country are not sent away, but

THORBURN, DR. J.—*Continued.*

kept in the department, and printed, 24. Each department, the Geological Survey, the Post Office, Public works, Marine and Fisheries, also Militia and Defence, prepare their own maps, each requiring different characteristics; not in a position to say anything in regard to the dismissal of government employees; attendance book very serviceable in certain cases; with regard to attendance would rather have the whole thing definitely settled for all departments alike, as some deputy ministers might have different views in this and other matters, 25. Deputy ministers have to report the papers 'on efficiency and duties of office,' thus practically taking the whole examination into their own hands; such practice is unfortunately growing worse; some deputy ministers assign the full number of marks for 'efficiency' and others do not; the candidate with the highest number of marks should get the first chance, 26. Some deputy ministers allow a certain percentage gained at the first examination to qualify for chief clerk without undergoing another examination; it may be a dozen or fifteen years before a man qualifies for that position, and if not further examined may become careless and indifferent, whereas if he passes an examination before each promotion he will be on the *qui vive* all the time and keep up to the work; Department of Justice gave the opinion that the original examination was supposed to carry them to the highest step; this is not desirable because the first examination may have been a very easy one; if a candidate knows he has no chance of promotion unless he gets thoroughly proficient in his work, that is an incentive to him, 27.

TOUPIN, FRANÇOIS X. J. A., Collector of Inland Revenue, Montreal, 323.

Has been in service twenty-four years, last four years being collector at Montreal; there is one distillery in Montreal district, the Canada Sugar Refinery, they distil alcohol; whisky here is made from molasses, 323. There are three excise officers here; has over fifty officers in his division; revenue increasing all the time; has hardly staff enough for increased work; fifteen years ago had a staff of forty-eight; while revenue has increased 50 per cent staff has increased 4 per cent; salaries paid to employees on outside service are all regulated by Civil Service Act, 324. Collector gets from $500 to $2,400; a deputy collector from $400 to $1,700; a special class exciseman from $1,400 to $1,800; in justification of request for increased salary, Inland Revenue division at Montreal now equals what Customs collections were when Collector of Customs received $4,000 per annum, 325. Inspector visits twice a year; every one knows he is coming; some balances carried over in books for over twenty years; office is closed at 4 o'clock; has twenty-nine regular officers and six temporaries; staff not sufficient for duties; applied for more help some time ago and again recently, 326. Generally staff is from Montreal, on patronage system; does not get as good men to enter service as formerly, lately they are mostly temporaries and not up to the mark; has remonstrated with department for sending inefficient men; all however as far as known were of good character; at times temptations for warehousemen are strong, but so far has not noticed anything wrong; salaries are not high enough for good men and there are better openings elsewhere for good men, 327. If Superannuation Act were restored it would tend to stability of service; money contributed to retirement fund is returned to a man on leaving; if a provision were made for future would be an inducement for young men to come in and remain; would say the cost of living has increased at an average 40 per cent; salaries were laid down in 1892 when cost of living was low; they should be increased in proportion to cost of living; twenty-six bonded warehouses in division, 328. Three men at Parkers, one is in charge, others subordinate to

TOUPIN, F. X. J. A.—*Continued.*

him; stuff spoiled must be destroyed in presence of two officers; no chance of fraud, for the two officers would have to agree; not much tobacco destroyed except in case of fire; sour beer is destroyed but there is no duty on beer; does not happen often that malt becomes musty; principal malsters; once duty is paid on malt, have no idea of how beer is disposed of; if a batch of beer turns sour it is an entire loss to brewer, no refund whatever, 329. Would require a very large vault to store all the stamps in, 330. Mr. Mainville has custody of stamps and gives satisfaction; stamps sent down in sealed packets, with denomination on outside of packet; officer does not open packets till required; inspector checks stamps every six months; clerks are shifted around, but Mr. Mainville has remained stationary; he is a good, steady man and is left in charge, 331. Wishes to correct previous evidence *re* Canada Sugar Refining Company's distillery, whether the spirits distilled there were the same as those distilled by Walker or Gooderham; they ship spirits, potable spirits, the same as the others, though not same quantity; another point to be corrected is with regard to the destruction of duty-paid articles; stamps counted last by inspector in June; stamps are received in packages which are counted then considered all right; when package is opened stamps are counted in detail, 332. Local inspector checks stamps every six months and reports to department; an officer doing his duty renders himself disagreeable, because the public want favours or they want to discuss the question with officer, and if officer does not consider it right they do not like it; present salaries do not attract good clerks, and in order to retain good clerks scale of salaries should be revised; also thinks that the government should pay the costs of guarantee bonds, 333. Officers should organize a fund, as there would be less temptation to steal, and each employee would act as detective, 334.

TRADE AND COMMERCE, DEPARTMENT OF.—See *Parmelee*, 1260. *Roy*, 1275.

TROWBRIDGE, J. C., Pressman, Printing Bureau, 609.

Has been a pressman since Bureau started, receives $16.50 a week, when Bureau started got $11, two years later $13, next increase was $14.50, and three years ago he received $16.50; there are twenty-five pressmen; in Toronto union rate of wages is $16.50, 609. Has read the Public Printing and Stationery Act, which forbids higher wages than at Toronto or Montreal, but thought the commission was appointed to get the Act amended, or could make a recommendation to that end; in Ottawa the commercial offices are paying a higher rate of wages than the Bureau; they could not employ any more pressmen; the Bureau pressmen get a time and a third for overtime; during session of parliament three pressmen work all night, receiving $20.65 a week, 610. A pressman working on a platen press is not really a competent pressman; the pressmen have all the statutory holidays; if late an hour is deducted; besides desiring the commission to look into the question of wages we wish to be granted a vacation like other government employees; pressmen in Ottawa, Montreal or Toronto do not get holidays; but all the government employees in the Printing Bureau at Washington receive holidays; hours at Washington are forty-eight a week; thinks by consulting the King's Printer it would not work to advantage as he quotes the Act and says he cannot go beyond that, 611. The reason for the insertion of that amendment is this: the authorities thought the unions were demanding increases too often, and they established a rule whereby they would always be governed, so the unions in this city would practically have nothing to say what the rate of wages should be; would like to say a word on behalf of those feeding the presses;

TROWBRIDGE, J. C.—*Continued.*

there are twenty-five of them, half of whom are married, with families, and only receive $10.50 a week; it requires a year to become an expert feeder; then the girls who feed the presses receive only $5.50 a week, some having been there since the starting of the Bureau; they have to stand all the time, most of them have to keep themselves and pay their board; most of them are over twenty-five or thirty years of age; they can read and write, they are all good intelligent girls, 613. If they are absent they lose their time; there are eight in press-room, they formed a sick benefit association; some girls in bindery get $6, the foreladies get $10; thinks the girls need an increase more than the pressmen, 614.

TRUDEAU, I., Gardien de l'Hôtel des Postes, Montreal (letter), 1151.

Que depuis cinq ans il est gardien; que la responsibilité est devenue d'autant plus grave et plus lourde, que les affaires dans chaque département ont augmenté à un degré étonnant; qu'il est occupé tout le jour et souvent la nuit, à rencontrer à toute minute le haut public, les chefs et les ministres, il lui fallait observer dans ses habits et la toillette un decorum qui exige une partie appréciable de ses gages; que le coût de la vie est élevé de 50 à 100 pour cent comparé à celui d'il y a 10 ans, un salaire de $50 ne lui permet pas à faire face à toutes les dépenses necessaires de l'existence; qu'il demande une augmentation de 25 pour cent, 1152.

WEBBER, JOHN A., Hamilton Post Office, 1023.

Extra help is granted at Christmas on account of increased mail; thinks a sufficient increase in the permanent staff to permit time being given in lieu thereof would answer the difficulty of getting rid of the strain of Sundays and holidays; Sunday work is necessary because the public demand it; does not think the change of day work with night work would be beneficial; in Hamilton night work is confined to young men; has been twenty-six years in the service, 1023. was increased in rank but not in salary, 1024.

See also *Memorials*, 1024.

WENSLEY, THOMAS, Engineer of Parliament Buildings, Ottawa, Public Works Department, 1128.

Work hours from 7 a.m. to 5 p.m., or later; during session till House adjourns; outside sessions works all day long; there are six furnaces in the Central Block; receives $85 a month, goes through the buildings on Sundays; is under control of Public Works Department; there are eight firemen; fires at night are kept going by a watch coming on at seven in the morning until three in afternoon, another watch comes on then till eleven at night, a third watch from then till seven in the morning; they never cease firing in the buildings, a fire goes on the year round; certain portions of buildings are heated by steam in summer months to keep dampness out, 1128. In summer three firemen take their regular watch, the others do the cleaning for next season; the assistant engineers have to do the packing of all the valves in every room in the building; the ashmen leave in middle of May and return about middle of November; during the session three steam fans driven by steam engines are to be attended to; then there are six motor-driven fans; also two motor-driven pumps for the 'air washer;' a new system of ventilation by which air comes in from the towers, passes through a set of tempering coils, then it is passed through a spray of water, supplied from the pumps, then the air impinges against what they term the eliminators which knock the water out, and if it is cold weather the air has to go over another bank of coils to bring it up to the temperature we want in the chambers. 1129.

WENSLEY, THOMAS—*Continued.*

There is also a motor-driven fire pump to keep the supply of water going in the building; thinks salary is not sufficient to look after these buildings, besides he has about 300 bosses; thinks he should get a 25 per cent increase; has had $85 a month for nine years; has been thirty-four years in the service; was saving more money on $55 a month than now on $85, 1130. Since he came to Ottawa, forty-one years ago, cost of living has more than doubled; could get a house then for $5, for which he would have to pay $15 now; the increase in salary has come to him gradually; when he began work in the service it was in the government machine and repair shop, where he worked for ten or twelve years, 1131. The first engineer in charge of this building received $75 a month, so that in forty-five years the increase of salary has been only $10 a month, 1132.

Salaries of Staff—Heating and Ventilating Parliament Buildings.—Engineer in charge.—All hours from nine upwards as required, salary $85 a month. *Three assistant engineers.*—One in charge of each watch of eight hours; two at $62, one at $60; eight firemen; two ashmen, former $50, latter, $45; boiler plant consists of six return tubular boilers, 5 feet diameter by 14 feet length; during sessions they operate three steam-driven fans, six motor-driven fans, two motor-driven pumps for air washers, and two small motors in lavatories, and one motor-driven fire pump to maintain water supply in building, 1132.

WESTMAN, S. J., Assistant Hardware Appraiser, Customs, Toronto (letter), 168.

(1) Thinks services are entitled to recognition by an increase of salary and in view of length of service (sixteen years) and proficiency; (2) as more special and important appraisements are made at port of Toronto in the hardware department than in any other, sees no reason why he should not receive the maximum salary set by law for his position; (3) if a proficient senior officer of a great number of years' service cannot obtain maximum set by law, what is use having a maximum set by law? (4) thinks present salary is not commensurate with the responsibility and dignity of the office or the efficient service he renders; (5) that his salary is not anything like equal to that paid by other governments or commercial houses for like service; (6) that at present age should be paid a salary commensurate with services rendered at a time of life when he is able to live and enjoy it, 168.

WHALEN, THOMAS, Fireman, East Block.

There are seven men employed in that block; is in charge of boilers and buildings; has been nineteen years in service; there are three boilers in Eastern Block; during summer have to clean and fix up the boilers, examine all the valves, pack them when necessary, take out any that are damaged and have them repaired at repair shop; are also sent to other buildings to replace men on their holidays; have also several smaller buildings to look over; formerly got $45.62, with disposal of wood ashes; now the ashes are taken to Experimental Farm and men get $48; ashes are now taken over to the park; on entering was promised $48, but only received $30; says the plant is poor and injurious to health; there is a sewer there that is open all the time into which all sewage of the building goes; coal bins are badly constructed, as it is now the day staff gets all the good coal and night staff gets the slack, 1138. The close proximity of sewers is the reason of the close atmosphere; his colleagues are frequently sick; suggests better pay, also another room where they could change their clothing; the draft in the flue could be improved, 1139. They have a diligent and punctual staff; they burn the notes in the furnace

WHALEN, T.—*Continued.*

in the Eastern Block; a messenger from Finance Department puts in the fire, 1140. Coal bins are badly constructed, at times there are about fifteen tons of slack coal staying in one place; bins are filled every four days from government supply; gets ten days' holidays, to pay for which they work overtime; can take many a man's place in many of the buildings; night work is harder on the constitution, 1141. Gives statement of staff, positions, and length of service in Eastern Block.

Memo.: Has had no increase of pay for nineteen years till last year; present pay does not meet household requirements of to-day; men in charge of steam plant and building get same salary as his assistant; has very few holidays and has to pay for these by working overtime; complains of poorly equipped plants dangerous to the health; leaves the scaling or raising of pay to good judgment of Commissioners, 1142.

WHEELER, C., Guard, Kingston Penitentiary, 572.

Has been fifteen years in service as guard, at $400, raised now to $600; goes on duty in morning at 6.30, and in winter at 7 o'clock; gets two uniforms, coat and pants, no vest, two pairs of boots a year, an overcoat every fourth year, and fur cap when necessary; no extras, or extra time; sometimes twenty-four hours on duty, part of time in guard-room asleep, 572. Is fifty-one years of age; no age limit now for retirement; would mention case of farm instructor, Mr. McCaugherty, who on his appointment was allowed use of a house and light; they gave him an increase of $100, but charged him $100 rent, 573.

WHITE, LT.-COL. FREDERICK, C.M.G., Comptroller of Royal Northwest Mounted Police, 761.

Has been Comptroller since 1880, is also Commissioner of the Northwest Territories; receives $4,000 as comptroller and $1,000 as commissioner; has been thirty-eight years in service; has the same chief clerk, first-class clerk and accountant as in 1892; has half a dozen men at Ottawa, non-commissioned officers or constables, work done here more economically and avoids duplication of labour; these check and classify expenditures, pack and distribute clothing, &c., 761. Ranks as deputy head; department would undoubtedly have been more efficient under Superannuation Act; abolition was a mistake; 765 names on roll; wishes the old staff to pass out during next four or five years; those on force are engaged for five years; they often leave to better themselves, some of them are members of new provincial legislatures; is glad to see them better themselves; some of men are married and form a small colony outside of barracks and are allowed rations; officers have a pension on retirement, 762. The Act granting pension came into force in 1902; previously the officers were under Superannuation Act; out of fifty-two officers forty-nine adopted the pension; no difficulty in getting officers, but the difficulty is to resist applications; the Act followed the same lines as for the militia; Act provides in case of death of an officer pension goes to the widow in a reduced amount; children get a proportion also; non-commissioned officers and constables contribute nothing to fund; officers contribute five per cent of salaries; in case of a constable pension amounts to one-fiftieth for every year of service up to twenty years, then it is increased so that after twenty years' service will give a man two-thirds of his pay; ten years ago the average term in service of men was twelve to fifteen years, but now it is less than five years; they take up land and become prominent men in their districts; the arrangement is to have 500 men in old organized Northwest, now Alberta and Saskatchewan, 763. Under arrangement with new provinces thinks their proportion would be about $150,000,

WHITE, LT.-COL. F.—*Continued.*

the police are to continue to perform police duty in the two provinces for five years from September 1, 1905, each province contributing to Dominion revenue $75,000 a year from July 1, 1906: as soon as the provinces can get their appropriation and build jails they will take over their own prisoners; much work has to be done for other departments; thinks that as the Northwest becomes settled and new municipalities formed the police will cease to exist within next five years; that after that time there will be a detective force, not mounted police; Hudson Bay Company helped the natives while hunting to get their skins, but when government put up a flag the natives were told to apply to the government, 764. Thinks the 500 police in new provinces will gradually disappear, but there is this one question about it, the Dominion government has retained control of the land, immigration and the Indians, therefore they are to a certain extent responsible for law and order, such is the argument of the provinces; estimates show a reduction of $415,000; officers are paid allowances in the far north; when an inspector is retired he is paid a retiring pension on the basis of his pay and the value of his privileges; there are monthly returns stating number of men at each station; our neighbours to the south are mystified at our prompt administration of justice; of the $1,000,000 expenditure $400,000 went to the pay of the force, the rest for forage, fuel and light; in many cases there are men living at hotels whose board is about $18 a month, and a like amount for his horse; frequently there are married men at detachments, you cannot expect a man to remain unmarried for twenty-five years, so they are given places to make a little home, and instead of feeding them as in barracks they are allowed $18 or $20 a month and feed themselves, 765. Contracts for uniform are given to lowest tenderer; getting five per cent security deposited with Finance Department; as a rule an inspector is not promoted until he has been in that office ten or fifteen years, and has received confidential reports; no fixed age for retirement as long as officer is efficient; official staff is in Western Block and stores on Wellington street; there is a semi-annual stock-taking; every article in store is examined; everything used up is destroyed and proof given; cannot get even a broom without showing old one, 766. Stores of the whole force would be about $100,000, nothing in store except clothing; the department began in 1873 at Fort Garry before any Indian treaty had been made; force is always on the move; inspectors who go out on trips are out of pocket as a rule; all sign attendance book; the men work from 9.30 till work is done, 767. Details of inside service vote; and amounts paid from outside service vote, 768.

WHITE, ROBERT SMEATON, Collector of Customs, Montreal, 117.

Appointed twelve years ago at $4,000 a year; $25,000 distributed in salaries, affecting about 200, 117. Wants a permanent increase of salary; was consulted with accountant and assistant commissioner, 118. Salaries of higher officers are lower than thirty-five years ago, though now more work is done and cost of living greater; to increase salaries of tidewaiters, Minister made them preventive officers; staff, 119. Filling up vacancies comes under political system; fewer applications than ten years ago; not as efficient; no women on staff; want intelligent young men, 120. Deficiency of $32,000 occurred thus; Hobbs falsified invoices, with these invoices he received a cheque for the duty upon the goods, by forgery upon the invoices was able to enter a much larger quantity of goods than he paid duty on, 121. Hobbs formerly in jail in Scotland; amount lost has not been returned; considers system of checking revenue admirable; Inspector O'Meara spends six months in the year in his office at our port, and inspects when he likes, 122. Hobbs' defalca-

WHITE, R. S.—*Continued.*

tion described at length, 122-123. Cannot advise or suggest any safeguard which does not at present exist; has 273 clerks at port, 124. Revenue collections run from $55,000 to $60,000 a day; money deposited in Bank of Montreal the same day; we cease taking money at four and bank arranges for two officers to receive money at 6 o'clock; sends a copy of every entry to Ottawa daily; entries are in duplicate, one is retained, other sent daily to Ottawa; almost every man under bond from $500 to $10,000, 125. Would suggest more salary, having less than collector of thirty years ago; no assistant collector; has not many applications nor are men as good; nearly all men are employed in winter now, 126. Uncertainty about promotion one of the weaknesses of system; a matter of luck or pull; David Tuff receives small salary, is a good officer and very satisfactory; James Sherritt, through political influence in 1896, was given a salary of $1,000, is not more efficient than three or four others who do the same work; he was fortunate while the others struggled along without similar recognition, 127. Has recommended increases; knows no other way in which salary question can be adjusted than by statutory increase; that officer go to maximum of class as vacancies occur and found worthy; one cannot ignore ever present political element; in higher positions in Customs always danger of an outsider coming in to prejudice of men already in service, 128. In a private business when manager discovers ability in a junior he avails himself of it, not always thus in government; deputy should have same responsibility in dealing with his men as manager of bank or corporation has; we have a number of old servants who have served from twenty to thirty years; practically impossible for Minister or himself to remedy that state of affairs, 129. Minister is often worried with patronage system; present Minister of Customs has done his utmost to ignore politics in Civil Service; three things which officers of this port would urge as desirable, 130. No proper incentive to good work, no assurance of more pay through merit, nor higher rank; Minister to deal with questions of policy and permanent officers with questions of administration, 131.

WOOD, SIDNEY J., Registration Department, Winnipeg Post Office (letter), 1055.

Entered service in 1893, passing Civil Service examination 1894, as letter carrier; rose to be assistant superintendent of carriers, having charge of all registered matter for city distribution for fourteen years; has repeatedly asked for recognition and transfer to a clerkship; had correspondence with members of parliament, and Mr. Ross; has not for twelve months received a reply from the latter; three months ago was removed to registration department doing the same work as first and second-class clerks, but is still rated as a letter carrier, 1055.

Letter: Asks if Commissioners require letters of recommendation from prominent business men, or leading officials; would be glad to furnish such; assures them that his conduct and strict attention to duty warrant his promotion to second-class clerkship; states that this is a matter of the gravest importance to him, 1055-1056.

VADEBONCŒUR, CAMILLE *et al*, Mail Elevators, Montreal Post Office, 1151.

Qu'ils sont employé à conduire l'ascenseur pour les malles du bureau de poste de Montréal de 5 a.m. à 8 a.m., de midi à 5 p.m., et de 5 p.m. à minuit; qu'ils demandent une augmentation de salaire, parceque les heures sont en partie de nuit, qu'ils travaillent toutes les fêtes civiles comme religieuses et les dimanches; il y a deux ans ils étaient mis sur le même pied que des conducteurs des ascenseurs des passagers; qu'ils ont travaillé pendant 10 ans pour

VADEBONCŒUR, C.—*Continued.*

$1.25 par jour; qu'il est raisonable de demander la coutume tels que les conducteurs des passagers qui n'ont ni travail de nuit, de dimanche et fêtes; en sus le coût de la vie est devenu lourd et excessif; que les mêmes nominations que la notre faite récemment aux entrepôts des douanes à Montréal, l'employé s'est vu accorder un salaire de $60 par mois; ils demandent que leur salaire soit augmenté de 25 pour cent, 1151.

VALIN, EDMOND, Guardian of Immigration, Quebec, 510.

Has been appointed for eight years; receives salary $700, allowed uniforms and caps; has five men under him, thinks his salary is too low, considering increased cost of living, salary should be increased, thinks he is the only chief guardian in Dominion, 510.

VEZINA, ULRIC, Clerk, Quebec Post Office (letter), 953.

Desires commissioners to know his complaints as to his position as senior clerk in Quebec post office, and his services; four years as letter carrier, eight years as chief letter carrier and twenty-four years as clerk in different departments, total thirty-six years; is in registered letter department, conduct is exceptional, has passed promotion examination as first-class clerk now due him four years; wishes to obtain it; for four years has had no increase in salary, 953.